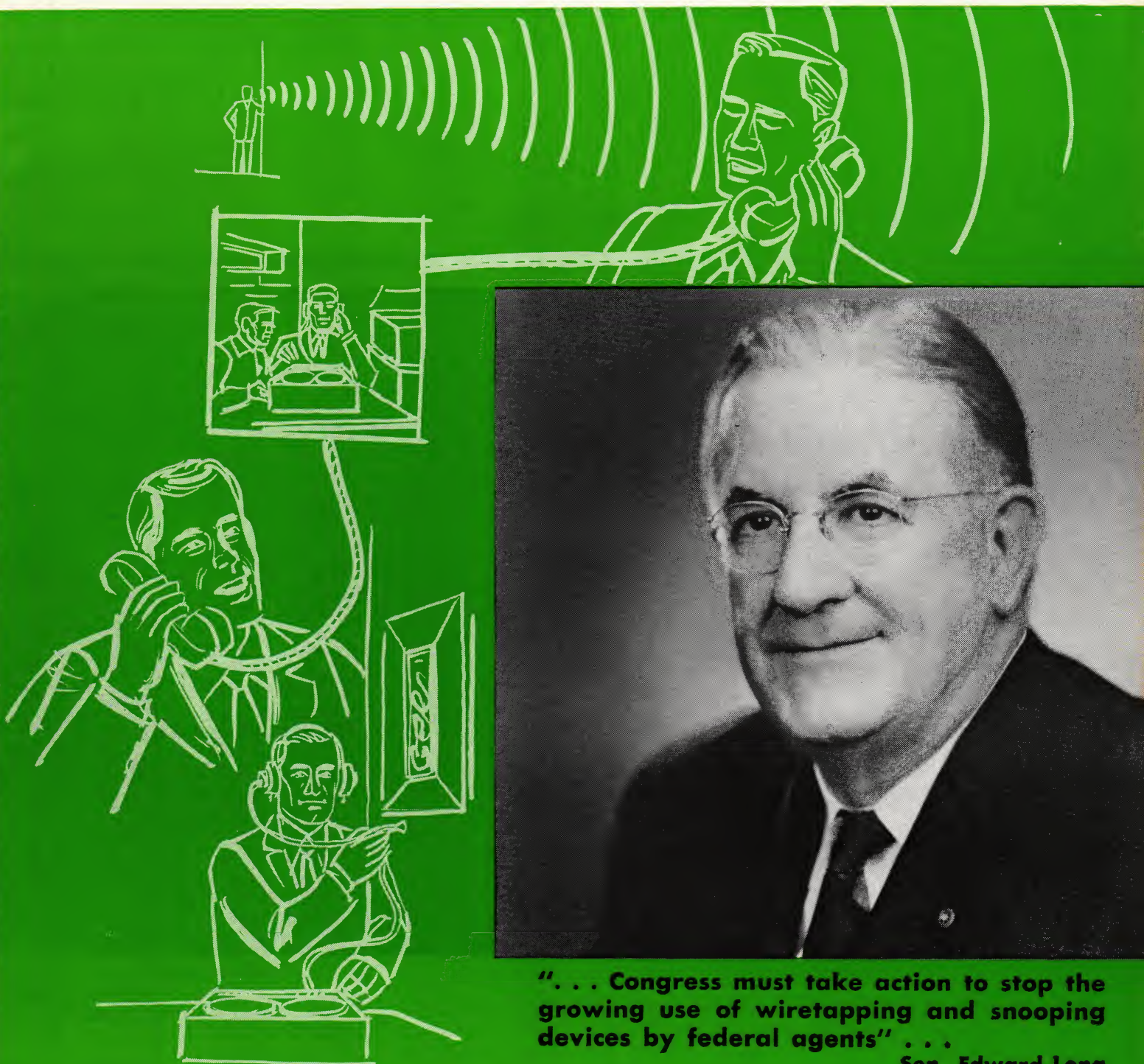


FEBRUARY, 1966

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



"... Congress must take action to stop the growing use of wiretapping and snooping devices by federal agents" . . .

Sen. Edward Long

Government Snooping, A Special Report

See Page 21



LABOR'S PLACE IN HISTORY

The Worker and the Experts

NEARLY EVERYONE who realizes income for his daily bread from a job which seldom makes sweat trickle from his brow knows what is good for the working man.

Many a government official knows. The corporate official temporarily bored with evaluating his stock options knows. Don't overlook the economist who opens the door to his ivory tower periodically to let the world in on his brilliance. Nor should one slight the professor, even though the fruits of economic restraints set for him have never lined the pockets of educators with gold.

Until recently, none of these self-styled experts had much in common. But over the past several years, they have been polarized by something they call 'wage guidelines.'

The danger for the working man is that his lifetime of earnings be chained down by economic theories proposed by those whose experience and background are far removed from buying a livelihood in the American market place with a weekly paycheck.

'Wage guidelines,' we are told, control inflation by latching wage increases and cost items in labor contracts to increases in productivity.

The cruel assumption of all wage guidelines is that the worker once started even and has kept his wages abreast of his increases in productivity. The tragic fact is that productivity of the average American worker has increased far more than his wages, and under present wage guidelines, he faces the unjust prospect of never catching up.

For some time now, government wage guidelines have sought to keep limits of annual wage increases to 3.2 per cent. Recently, the government stuck to the 3.2 figure even in light of recent productivity experience. The figure is questionable because of two developments:

—The annual rate of increase of consumer prices is twice as high as it was a year ago.

—Union negotiators, fully aware of the higher costs of living, have proposed higher wage settlements.

Suppose a more realistic 3.6 per cent wage restraint would tighten the safety valve against inflation. What kind of an economic burden does it place on the shoulder of a man whose base for annual income is an hourly rate?

For the worker laboring 2,000 hours at \$1.25 an hour—the minimum wage—it means a pay raise of \$90 in a 12-month period. That's 4½ cents per hour—hardly an extra helping of meat and potatoes over 365 days.

For the worker with an annual income of \$4,000—which the experts recognize as the poverty cutoff line—a 3.6 per cent increase in wages means a gain of slightly more than \$10 per month. This will buy a new set of tires, if the family buggy is worth a new set of tires.

For the \$6,000-a-year worker—the so-called comfortable income—a 3.6 per cent wage increase means an annual gain of \$216 in comfort. That would partly pay the orthodontist to put braces on a child's teeth.

In short, even 3.6 per cent wage guidelines would mean millions of American workers will never achieve the lifetime earning figure of the average worker—now estimated to be around a quarter of a million dollars.

Victims of wage guidelines will be economically below par all of their lives.

Labor's place in history, unfortunately, shows that too many of the experts—whose brows are free from sweat and whose experience is free from the worry of making a weekly paycheck stretch—believe this is where the working man should be.

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Volume No. 63, No. 2

February, 1966

Packing Shed Organizing Drive Starts 4
800 California workers answer first call

Paper Workers Division Established 11
1,200 vote Teamster in Chicago ballot

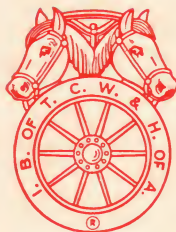
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Local 145 overcoming employer's tactics

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Action needed to protect right to privacy

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On Page 28, Community Leaders Help Company



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From The

FIELD

Member to Rescue In Neighbor's Fire

Gary Pool, a member of Teamster Local 276 in Los Angeles, Calif., proved more than equal to the challenges of a fire that burst out on a neighbor's back porch.

Pool first reported the blaze to the fire department and then hurried next door to combat the flames.

Seeing that the back porch was all afire, Pool grabbed the garden hose, turned on the water, and aimed the nozzle in the appropriate direction.

While occupied in this manner, Pool noticed the sudden burning of gas from a nearby gas line that apparently had broken or been burned through.

To stop the new threat, the Teamster dropped the garden hose, went into the house and turned off the gas, eliminating the new blaze and the potential of an exploded dwelling.

Pool returned to the garden hose and began extinguishing the porch flames once more when he saw yet another threat develop. Ammonia had ignited. The Teamster smothered the ammonia flames with the ease of a professional firefighter.

Gas and ammonia out of the way, Pool proceeded to put out what little fire remained on the back porch.

Sirens screaming and lights flashing, the fire equipment arrived—but too late; a Teamster, exercising resourcefulness and a garden hose, had put down the danger.

Testimonial Dinner Given For Wisconsin Teamster

Harold A. Becker, secretary-treasurer of Teamster Local 579 in Janesville, Wis., was honored with a testimonial dinner upon the occasion of his retirement after 29 years of service to the local union.

Principal speaker at the testimonial was Wisconsin Supreme Court Justice Thomas Fairchild.

Baltimore Teamster Seeks Foundation Help

James B. Dunkum, a member of Teamster Local 557 in Baltimore, Md., is seeking support for a non-profit foundation he founded to combat a dread, incurable disease—amyotrophic lateral sclerosis.

Dunkum has been traveling about the eastern part of the United States trying to get state officials to issue proclamations calling on citizens to back the fight against the disease. He established the Amyotrophic Lateral Sclerosis Foundation of America, Inc., shortly before his wife died of the disease which is a neurological disorder attacking adults between the ages of 40 and 60.

Dunkum has been enlisting support also by way of urging Teamsters to ask their Congressional representatives to help spread the word about the foundation which is headquartered at 103 Crain Highway, S.E., Glen Burnie, Md.

Northwest Officer Retires from Post

Paul Gomsrud, secretary-treasurer of Teamster Local 313 in Tacoma, Wash., retired recently after nearly 50 years as a member of the International Brotherhood of Teamsters.

Gomsrud had served the local union as secretary-treasurer since 1957. He also was a trustee of Teamster Joint Council 28 and once served as a member of the Western Conference of Teamsters Policy Committee.

Gomsrud first joined Local 313 in 1918. His first 20 years as a member were spent in local cartage and freight hauling, becoming a business agent in 1944.

2,000th Brewery Worker Retires in New York

Joseph Willig, a member of Teamster Local 3 in New York City, became the 2,000th brewery worker to apply for a pension since the Brewery Workers Pension Fund began operation in the fall of 1950.

Willig, whose employment with the Jacob Ruppert Brewery ended with the plant's shutdown, started to work at the brewery on a "temporary job" in 1932. He continued on the job for 33 years.

Teamster Official On Airport Authority

Clifford K. Arden, president of Teamster Local 215 in Evansville, Ind., recently was named by the Vanderburgh County, Ind., commissioners to fill a vacancy on the 5-member Airport Authority.

Arden will be chairman of the Authority's terminal committee. Increasing air freight business in Evansville is expected to require an expansion of airport facilities in the near future.

Local Union Banks Blood for Emergency

Teamster Local 25 members in Boston, Mass., donated 1,825 pints to the union's blood bank last year, according to William J. McCarthy, president of the local union.

Besides the actual donations, another 231 members appeared to give blood but were rejected for various reasons. The local union, therefore, banked a grand total of 2,056 units.

Message of the General President



Same Old Proposals

A YEAR AGO on this page, when labor rode high politically, I wrote that such legislative goals as repeal of Section 14(b) of Taft-Hartley would not be automatic.

Now, a year later, we find that 14(b) repeal has not come about, and further that anti-labor politicians are using every opportunity to propagandize for even more stringent labor legislation.

Much ado is being made about the New York City transit strike. This has been seized upon by labor baiters in Congress as a propaganda weapon to push for anti-trust laws for transportation unions and for unions representing public employees.

The one truth which evolves from such propaganda is this:

Senators and Congressmen who vote against every measure directed toward the public good—medicare, federal aid to education, the war on poverty, and other broad social measures—suddenly become tremendously concerned with the public good when they can deceitfully relate the public good to more punitive laws for organized labor.

Another obvious truth is that anti-labor legislation will solve no problems this nation faces, and the problems of mass transit are no exception.

Yet, let the problem arise and immediately the worn and threadbare cry “soak organized labor” arises.

One reason this nation is still plagued with such problems as how to pay public employees a decent wage is because the only “solutions” which receive any notice are proposals for no-strike laws, compulsory arbitration, and anti-trust laws for labor.

Too many people elected to positions of leadership in high government have one track minds and are still advocating 19th century measures which have time and again proved no answer for anything.

Free collective bargaining does not propose a solution to every problem facing the nation. But a free society has found few solutions and remained free in cases where free collective bargaining has not been allowed to flourish.

Never in the history of man has there been a greater need for new ideas and bold thinking.

In collective bargaining, we find many new ways to confront such problems as automation and job displacement. Earlier retirements are being tried, vacation banks have been instituted, sabbatical leaves and many other innovations have resulted from free collective bargaining in recent years. None, however, were the result of compulsory arbitration, anti-trust laws or anti-strike laws.

Not all have been perfect. But many have worked and many have given rise to bold new thinking which will result in more solutions in the future.

Contrast this to the approach emanating from many of our “friends” in Congress who echo the past by crying for anti-trust laws, who bleed for compulsory arbitration, and who refuse to let the question of repeal of 14(b) come to a vote.

Is it really any wonder that old problems go begging for solutions?

One track minds will not come forth with bold new thinking needed by 20th century Americans. Unfortunately, so many of the minds which command the ear of the press, radio and TV are headed down the old, obsolete track of more anti-labor legislation.

James R. Hoffa

STATE OF THE UNION

Successful Start

Packing Shed Workers Respond To Teamster Organizing Campaign

TULARE County in California is the No. 1 producer of citrus in the nation, with the total value of oranges, lemons, and tangerines grown in the county exceeding \$65 million a year.

Citrus workers in Tulare County, and throughout California, are among the lowest paid in the nation.

The proof of the value of the citrus crop in Tulare County comes from the 1965 annual report of the county agricultural commissioner.

The proof of the shameful wages of citrus workers is in their paychecks.

It is small wonder, then, that more than 800 workers from packing sheds and equipment operators and field hands spilled out into the streets at a recent organizing meeting held by the Teamsters and the AFL-CIO Agricultural Workers Organizing Committee last month in Strathmore, Calif.

International Teamsters Union Vice President George E. Mock declared:

"This meeting is the first step of farm workers leaving their second-class citizenship."

At the last meeting of the General Executive Board of the Teamsters Union in December, a \$30,000 organizing grant was voted to begin the drive to bring packing shed employees, machine operators, and truck drivers into the Teamsters.



IBT Vice President Mock

The AFL-CIO Agricultural Workers Organizing Committee staged a 5-week strike among farm workers in the Imperial Valley last year, but failed to win recognition. The AWOC is sparking the new drive amid increased interest by farm workers which has been beefed up by the 5-month-old strike of grape workers in the Delano area.

Mock described the situation in this way:

"In contrast to the high degree of organization in canning and freezing plants, the workers of which along with the drivers are Teamster members, the produce segment of the food industry is largely non-union.

"This is a situation that must be rectified. Our campaign is designed to dry up all the non-union operations . . . the packing sheds and all avenues of effort that may have a bearing on the operation of the handling and transport of agricultural products in the valley areas."

A survey conducted by the Western Conference of Teamsters Warehouse



A partial view of more than 800 Tulare County, California, fruitpackers, shed workers and farm workers who jammed a recent organizing meeting called by the Teamsters and the Agricultural Workers Organizing Committee. The meeting was the kickoff to a giant organizing campaign to bring

union wages, hours and working conditions to some of the nation's lowest paid workers. The Teamster part in the campaign is under the direction of International Union Vice President George Mock, of Sacramento, California.

and Produce Council revealed recently a high degree of non-union workers operating mechanical field equipment and trucks. The survey also revealed a high degree of non-union workers in the packing sheds themselves.

The substandard wages and conditions under which these workers live have been a disrupting influence on the stability of the industry.

Mock, who pledged every possible assistance—including financing and manpower—to the campaign, said the Teamsters are seeking National Labor Relations Board elections among the packing shed workers in the current campaign in the Tulare County citrus industry.

The plan outlined by Mock at the overflow meeting in Strathmore is for the AWOC to organize the field workers and the Teamsters to unionize the packing shed and equipment operators.

"It is time for you to stand up and be counted," Mock said to his cheering listeners, "to exercise the right of every man and woman to join the organization of his or her choice."

Wendell Kiser of Modesto, secretary-treasurer of Teamster Joint Council 38, likened the farm workers' plight to the law of the jungle—bypassed by unionization for 30 years and beat

down by farmers whose "large corporations control your destiny."

Kiser pointed out to the overflow audience of workers:

"While other workers have long since gained bargaining rights, the growers ignore your rights and tell you to go fly a kite. Our union stands ready to help."

James Smith of Sacramento, a Teamster organizer assigned by Mock to the campaign, urged the citrus workers to "sit down together and plan a program that will bring victory."

Pledging further support to the campaign were Bart Curto, Teamster representative from Santa Maria, and Buddy Wright and John McLaughlin, president and secretary-treasurer respectively of Teamster Local 94 in Visalia. All discussed the advantages of Teamster membership.

Vice President Mock described the crowd of more than 800 citrus workers as "very encouraging" and added: "I know they're interested in organizing and interested in building up their own livelihoods."

Mock said the organizing drive would be a long-range program, "and whether it takes one year, two years, or ten years, we intend to keep it going."

In a question-and-answer period, Mock told the citrus workers that:

—Longshoremen and warehouse workers alike have also pledged support to the agricultural workers.

—Contract goals of the packing shed workers and equipment operators would be determined by themselves upon organization.

—Farm workers have always been underpaid and will continue to be underpaid if they do not fight for their rights.

Since the Teamsters and the Agricultural Workers Organizing Committee announced their joint organizing campaign, some growers already have reacted as employers paying substandard wages often do in the face of union organization—they have, in an instance or two, upped hourly wages a pittance.

Summing up the start in Tulare County's rich citrus center, Mock said of the organizing drive:

"It's going to be successful."

Bakery Drivers In Chicago Gain in 1965

Teamster Local 734 in Chicago, Ill., negotiated new working agreements for the bulk of its membership in 1965.

Harold J. O'Brien, Local 734 president, said an outstanding innovation in the agreements covering bakery drivers provided for the installation of time clocks for all drivers, including commission sales drivers.

O'Brien said gains won in the employer contributions to the health and welfare and pension funds will now provide full retirement benefits for drivers at 62 years of age. Death benefits have increased to \$8,000—with \$15,000 paid in case of accidental death.

In January of 1967, the members in the inside division will also qualify for full retirement at the age of 62.

O'Brien said all Local 734 members now get two weeks' vacation after one year on the job, three weeks after five years and four weeks after 20 years.

The majority of the membership is assured the normal weekly rate of pay when called upon to serve on a jury. The members also get a paid holiday on their birth date.

Union Installation



John T. Williams, 2nd from left, is congratulated by Teamster International Union Representative James R. Harding on Williams' election as vice president of Teamster Local No. 208. Harding is special assistant to Teamster General President James R. Hoffa. Mrs. Williams, 3rd from left, was present for the meeting. At far right is Ted Merrill, vice president of Joint Council 42, Los Angeles, who keynoted the meeting.

Full Pay and Benefits

Extended Vacation Program Effective For California Cannery Teamsters

A unique program giving several hundred Teamsters employed in California's canning and food processing industry vacations of three months with full pay and all fringe benefits became effective on Jan. 1st.

Within the next four years some 2,500 members of 13 Teamster Local unions throughout central and northern California will benefit from these extended vacations. It is estimated that nearly \$1,000,000 will go annually in wages and fringe benefits to the approximately 650 workers who will be eligible each year to enjoy, as they see fit, three months of unrestricted leisure. Under a rotation system a worker cannot qualify for the extended vacation more frequently than once every five years.

The extended vacations are financed by a fund into which goes two cents for each hour worked, under terms of a statewide agreement negotiated with California Processors and Growers, Inc., representing 31 companies with 69 plants, and 20 independent firms in 1964. That contract also provides for payment of an additional one cent hourly into a fund that establishes a program for physical examinations to be given at plant sites. These tests for workers and their dependents should be getting underway during the spring or summer of 1966.

"These are historic developments in labor-management relations and the employers are to be commended for the humanitarian interests that motivated their participation," said Einar O. Mohn, director of the Western Conference of Teamsters.

"It is our hope that the extended vacations will go far in providing work for those unfortunates who have been or are likely to be displaced in their jobs as a result of technological changes or extensive application of automated devices in the food processing industry.

"The periodic physical examination for workers that we envision certainly should diminish absenteeism and loss of work-time through recurring illnesses which can be costly to an employer. Through early detection of

ailments proper treatment can be prescribed and a person's health may be restored and his life prolonged."

Here is how the extended vacation program works:

Every employe with 15 or more years of service in the 92 plants involved is entitled to nine weeks of paid vacation in addition to the three that veterans of 15 years normally would receive, and to the four weeks that veterans of 20 or more years of service are entitled to under the prevailing contract. While the workers are vacationing employers will be making customary payments in their behalf towards such things as hospital-medical insurance, pensions, sick-leave, workmen's compensation, social security, etc.

"A worker will have the choice of taking his extended vacation pay in a lump sum in advance of his so-called sabbatical or in weekly installments," explained Michael Elorduy, administrative head of the Teamster's California Cannery Council. "We have taken precautions to see that a worker doesn't use his vacation time to 'moonlight' and thereby dilute the purpose of the program. This new program gives our members not only the money but also the time necessary to travel and to do other things that heretofore have been beyond their means."

700 Eligible

While exact figures are not yet available for all areas, it is estimated that in excess of 700 Teamsters employed in plants in the Sacramento-Stockton-Oroville-Modesto areas already are eligible for extended vacations. In the Alameda-Contra Costa region some 500 are on the eligible rolls, and in the greater San Jose region there are around 600.

Dr. Lester Breslow, newly-appointed director of the California Department of Public Health, and eight other outstanding doctors comprise a medical advisory committee that will offer guidance in executing the physical examination program. By next March a fund of approximately \$200,000 will

have been accumulated to defray costs of the tests.

"It is our hope to use suitably equipped laboratories staffed by technicians to give the tests to workers at job sites and to their spouses and dependents at some centrally located point in a community," said Harry Pollard, economist and consultant to the Cannery unions. "Results of the tests will be kept confidential and made known only to an individual's doctor. It will be up to the latter to prescribe treatment when illnesses or alarming symptoms are detected. The screening program will be coordinated with other health plans already in existence for both regular and seasonal workers."

Backpay Settlement

Glenn Henney (right), a member of Teamster Local 270 in New Orleans, La., is all smiles because he is receiving a check representing a \$2,000 settlement on backpay as a result of the local union taking up a grievance on his behalf. Giving the check and a hand to Henney is Nolen J. LeBlanc, a Local 270 business agent. After deductions, the check amounted to \$1,617.50.



Another Crack in the Wall

Teamster Local Wins NLRB Ruling In Overnite's Rutherford Takeover

Another crack appeared in the non-union wall that Overnite Transportation Co., Inc., has maintained around its Southern operations for years when Teamster Local 171 of Roanoke, Va., got the best side of a trial examiner's decision on an unfair labor practice charge filed against the trucking company.

The decision was a victorious symbol of yet another step in the continuing campaign by the Eastern Conference of Teamsters and pertinent affiliated local unions to win bargaining rights for Overnite workers.

In the last two years, Teamster representation victories have been scored in National Labor Relations Board elections at four Overnite terminals—in Atlanta, Ga., Richmond, Va., and Greensboro and Winston-Salem, N.C.—and the recent NLRB examiner's ruling now adds Roanoke and Pulaski, Va., to the total.

The latter decision was an aftermath of Overnite's purchase of

Rutherford Freight Lines, Inc., Nov. 19, 1964. The trial examiner concluded that Teamster Local 171 was indeed the exclusive bargaining representative for all drivers, helpers, dockmen, checkers, and warehousemen at the Roanoke and Pulaski terminals formerly operated by Rutherford and now a part of Overnite's system.

The trial examiner decided that Overnite violated Section 8(a)(5) and (1) of the Act by "unilaterally changing the wages, hours, and working conditions of employees" in the Roanoke and Pulaski terminals without notice or prior bargaining with the Teamster local.

The violation occurred, said the examiner, after the actual physical takeover of Rutherford's facilities by Overnite. The men went to work and punched in on Rutherford time-cards and ended the day by punching out Overnite time-cards.

"... The employees at those two terminals were immediately placed on Overnite's scale of wages, hours, and working conditions, which were less advantageous to employees than the scale the employees were then on (as union members employed by Rutherford).

"Without notifying the Union of its intention or giving the Union an opportunity to bargain concerning the proposed changes, Overnite unilaterally put into effect that day a lower hourly wage rate for the ex-Rutherford employees, a longer work-week, and a less generous vacation policy, and other changes in the terms and conditions of their employment."

The examiner continued:

"The record shows that the new wages, hours, and working conditions—Overnite's standard ones at its other terminals—were not even bargained individually with the Roanoke and Pulaski employees; they were simply announced to them."

It was recommended by the trial examiner that Overnite restore the wages lost by the former Rutherford employees when they began punching Overnite's time-cards, and that Overnite bargain collectively in good faith with the union, and to "cease and desist" from any such further violative action in the future.

In effect, the decision protected the workers' union contract negotiated with Rutherford months before the sale of the company, even though the agreement had expired and negotiations were underway for a renewal when the corporate change occurred.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, was elated upon hearing of the decision. It was his belief that the ruling would further encourage Overnite drivers and warehousemen to go Teamster as the organizing campaign continues throughout the company's chain of terminals.

● Ice Cream Vote

Inside plant employees and driver-salesmen employed at State Ice Cream Co., in Columbia, Mo., voted almost unanimously for Teamster representation in a recent National Labor Relations Board election.

Gene Quinn, president of Teamster Local 833 in Jefferson City, Mo., said that 21 workers were eligible to ballot in the election.

New Teamster Home



Photo above is of the new Teamster headquarters building for Locals 435 and 452 in Denver, which was dedicated recently. Visiting dignitaries at the dedication included Colorado Congressman Roy McVickers, Colorado Governor John Love, Denver Mayor Thomas G. Currigan, and IBT International Organizer Don Peters, of Chicago. Greetings were extended to guests by Charles Lindsay, secretary-treasurer of Local 452. Keys to the new building were accepted by Local 435 Secretary-Treasurer Alex Rein. Harry Bath, President of Joint Council No. 54, was also an honored guest.

First Contract

Connecticut Office Workers Win Gains in Teamster Pact

One hundred and fifty office and clerical employees of Manning, Maxwell & Moore Co., a division of Dresser Industries, Inc., in Stratford, Conn., won large pay gains in a 3-year contract negotiated recently by Teamster Local 145.

Joseph P. Cleary, Local 145 secretary-treasurer, said the pay hikes in the first agreement for the recently-organized workers ranged between \$3 and \$4 a week for each year of the pact. Effective on Nov. 1 dates (retroactive to 1965), the increases will total \$9 to \$12 over the life of the contract.

Cleary said the increases would bring established pay rates to \$70.25 for Grade 1 and to \$135.35 per week for Grade 7.

The contract, considered a milestone for clerical employees in Connecticut, also guaranteed a union shop—the only one for office employees in the area—and these additional benefits:

Company Paid Pensions

—Company-paid pensions to average \$140 monthly—independent of Social Security.

—Hospital insurance completely paid for by the company for employees and dependents, providing hospital coverage to \$25 a day and a \$400 surgical schedule. The insurance also provides for major medical expense up to \$10,000 for any one illness.

—Up to eight weeks' severance pay for a 10-year employee if the plant moves or a job is eliminated.

—Four weeks' vacation after 20 years on the job, three weeks after 10 years, and two weeks after one year.

—Ten holidays for each year, including the day following Thanksgiving.

—Seniority protection guaranteeing up to two years' recall rights, also rights to bid on open jobs, bumping rights for senior employees and generally much broader seniority protection than is usually enjoyed by office workers anywhere.

—Generous sick leave provisions

that permit as much as 13 weeks per year per employee under special conditions, and in extreme cases an additional sick leave depending upon years on the job.

—Salary method of payment providing time and a half after 8 hours, after 40 and the sixth day or Saturday, and double time for the seventh day or Sunday.

—A grievance procedure with full arbitration rights.

—Many other clauses spelling out working conditions.

● Farrell Ballot

Eight drivers and warehousemen employed at Carine & Co., of Farrell, Pa., voted for representation by Teamster Local 261 of New Castle, Pa., in a recent National Labor Relations Board election.

Local 968 Wins Three NLRB Votes

Teamster Local 968 of Houston, Tex., became the bargaining representative for nearly 150 workers as a result of three recent National Labor Relations Board election victories.

Ted Garcia and E. F. Whittle, Local 968 business representatives, said the wins were at Continental Can Co., Plastic Container Division; Federal Warehouse Co., Inc., and York Transport Co., all located in Houston.

An overwhelming number of production and maintenance workers at the Continental plant voted for Local 968. Of 105 employees eligible to ballot, 71 voted for the Teamsters, 29 for the Glass Bottle Blowers, and 2 were against any union affiliation.

All production and maintenance employees, including truck drivers, were eligible to vote at Federal. They chose the Teamsters, 25 to 8.

Of 16 truck drivers and maintenance workers eligible to vote at York, 11 picked the Teamsters and 4 were against union affiliation.

Benefit for Widow

Harold J. O'Brien, president of Teamster Local 734 in Chicago, Ill., is shown presenting a \$15,000 check to Mrs. Virbia Lee Holley, widow of Edward Holley, Jr., a bakery driver who died in a boating accident late last summer. The check represented a double indemnity benefit for accidental death provided for members of Local 734.

Expensive Education**Local 467 Wins \$15,000 Back Pay For Worker after Four Year Battle**

The persistence of a local union in representing one of its members fired during a strike four years ago has forced a California employer to reach deep down into his corporate pockets for \$15,000 in back pay, plus court fees and attorney costs.

Reporting on how expensive tutoring of the employer by Local 467 in the ways of fair labor-management relations can be, Frank Wilson, local union president, related the following story:

Local 467 member, Robert Gierman, filed a grievance four years ago when the Elliot Precision Block Company of San Bernardino refused to rehire him following a strike and company agreement to a new contract.

The union immediately called upon the company to rehire Gierman. When the company refused, the union demanded that the matter go to arbitration, according to the contract.

The company turned a deaf ear to both requests, reasoning illogically that during the strike there was no agreement and that all employees lost their job rights along with their seniority.

It was then that Local 467 began the four-year battle to secure Gierman his rights.

Union attorneys were sent to court, and after four years of battling company determination, won an order from the California District Court of Appeals which sent the case to arbitration—in accordance with the contract as the local union had argued in the beginning.

When Arbiter Thomas T. Roberts drew his conclusion from the facts, he ordered the company to immediately rehire Gierman, restore his seniority and to pay him the difference between what he earned during the four-year illegal layoff and what he would have earned had the com-

pany recalled him following settlement of the strike in his rightful order of seniority.

Gierman received this kind of representation because he belongs to a Teamster Local Union.

A preliminary estimate is that the lesson in fair labor-management relations cost Elliot Precision Block Company \$15,000—plus court fees and the take of the attorneys.

● Maine Election

Six drivers at Bell Linen Co., in Portland, Maine, voted unanimously for representation by Teamster Local 340 in a recent National Labor Relations Board election, according to Albert H. Page.

● Auto Contract

Members of Teamster Local 241 recently ended an 11-week strike against auto parts distributors in the San Francisco bay area with ratification of a new agreement.

Helping to negotiate the contract was International Vice President Joseph J. Diviny. Also involved in the final settlement was Teamster Local 856 which represented office workers at one of the distributors.

Wage increases and contract language improvements in terms of fringe benefits and retroactivity were part of the contract.

The strike was a stout example of union solidarity as the members—after 8 weeks on the picket line—turned down an employer's offer by a 326 to 14 vote.

Honorary Teamster

Walt Breeland (right), business representative for Teamster Joint Council 58 in Houston, Tex., is shown welcoming Red Sovine, country and western singer recently made an honorary member of the Joint Council. Sovine was welcomed for his heart-rending version of "Giddy-Up-Go," a song about a truck driver and his son.

One of Every 10 Union Members Is Affiliated with Teamsters

One of every 10 union members in the United States is affiliated with a Teamster local union.

The Department of Labor's Bureau of Labor Statistics in January released figures showing that total union membership in the U.S. was 17.2 million in 1964.

Membership in the International Brotherhood of Teamsters at the close of 1964 was 1,762,100. The most recent IBT total membership, at the close of 1965, was 1,772,194.

The Bureau of Labor Statistics said members of unions affiliated with the AFL-CIO in 1964 totaled 14.1 million, with another 2.6 million in national unaffiliated unions (the IBT was included in this figure), and another 450,000 in unaffiliated local organizations.

BLS said union membership was concentrated in New York, California, and Pennsylvania which accounted for one out of every three union members in 1964.

New York's union members totaled 2.5 million, California 1.9 million, and Pennsylvania 1.4 million. Other states with more than a million members were Illinois with nearly 1.4 million and Ohio with over 1.1 million. Michigan was just short of a million union members.

The government agency noted that the percentage of workers belonging to unions in states without right-to-work laws was almost twice that recorded for states with such laws—that is, 34 per cent versus almost 15 per cent.

The State of Washington had the highest percentage of union workers—43.1 per cent—while South Carolina had the lowest percentage at 7.9 per cent.

Wilson Jones Win

Paper Workers Division Established By Hoffa to Help Industry Employees

General President James R. Hoffa established a Paper Workers Division of the International Brotherhood of Teamsters last month even as the IBT was defeating the United Papermakers and Paperworkers AFL-CIO soundly in a representation election at Wilson Jones Co.

The ballot conducted by the National Labor Relations Board covered 1,200 workers employed at the Wilson Jones plants in Chicago, Ill., and Elizabeth, N.J., and resulted in a count of 677 for the Teamsters and 369 for the AFL-CIO affiliate.

Hoffa named Robert Williams director of the new division which is officially known as the United Paper and Allied Workers, International Brotherhood of Teamsters.

Joseph Kay, leader of the more than 800 workers at the Wilson Jones plant in Chicago, declared after the election:

Want Strong Union

"The United Papermakers and Paperworkers was a weak, low-wage union. We voted Teamsters because we wanted a strong union that will back up our local committee and the membership."

Wilson Jones is a subsidiary of Swingline Corp., which makes office supplies, and produces office essentials made from paper products.

The Teamster victory at Wilson Jones was another in a continuous streak over the AFL-CIO union. Last fall, the Teamsters beat the United Papermakers and Paperworkers at two Continental Can Co. plants. Babe Nitka led 600 workers into the Teamsters at Elkhart, Ind., while Les Bloom led 200 workers into the IBT at Tonawanda, N.Y.

Kay credited the Wilson Jones win to his Teamster plant committee which included: Ben Clement, Joe Jordan, Wally Schaub, Bill Knapp, Mike Fidanzo, Duke Cole, Myrtle Frana, Marshall Jackson, Dave Neel, Joe and Bill Bruzzino, Harry Shartzter, and others.

Paper Division Director Williams and his assistant, Dick Logan, coordinated the organizing drive.

Williams praised General President

Hoffa, International Vice President Harold J. Gibbons, and Ray Schoessling, president of Teamster Joint Council 25 in Chicago for their assistance in the campaign.

Williams declared that the latest victory of the Teamsters at Wilson Jones Co. "indicates the general dissatisfaction with present union representation in the paper industry across the nation."

Hoffa commented that establishment of the Paper Workers Division was in response to the needs of the paper workers. He pledged the entire support of the IBT behind the paper industry organizing drive.

First action of the Paper Workers Division, said Williams, was to declare war on the low wages, substandard working conditions, and poor fringe benefits in the paper industry.

Office Workers

Members of Teamster Local 25 working as office employees at two motor freight firms in Boston, Mass.,

won big gains in new contracts negotiated recently.

William J. McCarthy, president of Local 25, said seven office workers at Warden Freight received 73-cent hourly pay increases, retroactive to last Sept. 24. On Aug. 24, 1966, their wages will jump another 15 cents an hour.

A dozen members working inside at Strickland Motor Freight's office received pay increases ranging from 20 cents to \$1 an hour. McCarthy said retroactive pay ranged from \$300 to \$980.

Both contracts included improved health and welfare benefits and an increase in the pension plan, annual 6-day sick leave, three days off with pay for a death in the family, nine holidays, and jury duty pay.

Machine Shop

Seventeen employees of Peerless Hardware Mfg. Co. in Lancaster, Pa., voted overwhelmingly for Teamster representation in a recent National Labor Relations Board election.

Harry B. Graver, secretary-treasurer of Teamster Local 771, said the ballot resulted in 15 votes for the Teamsters, none for the Molders Union, and there were 2 "no union" votes.

Peerless produces machined forgings.

Teamster Commended



Herman Taitt (center), a member of Teamster Local 270 in New Orleans, La., recently was commended by the New Orleans Police Department and Mayor Victor H. Schiro for his effort in giving chase and apprehending an armed robber after the bandit had held up a bus driver. Joining Taitt in displaying the commendations were Charles D. Winters (left), president of Local 270, and Raymond Lapino (right), Local 270 business agent.

Hourly Pay

Baltimore Local Scores Breakthrough In New Linen Supply Co. Agreement

Teamster Local 622 has signed an initial 3-year contract with Bugle Coat, Apron & Linen Service, Inc., of Baltimore, Md., and its four subsidiary companies, scoring a breakthrough in the pay system.

Tom Magee, president of Local 622, said the contract covers truck drivers, driver-salesmen, helpers, and garage employees at Bugle's outlets in Baltimore, Waldorf and Hagerstown, Md., and Seaford, Del.

Hourly Rate

For the first time in the Maryland area, Magee said, the contract provides that truck drivers and driver-salesmen of a linen supply company will receive an hourly wage rate and overtime pay in addition to a guaranteed weekly pay.

Previous practice in the industry has been to work driver-salesmen unlimited hours a week on a straight salary with no overtime pay.

Local 622 won an overwhelming victory in a National Labor Relations

Board representation election conducted last August among the employees of the Bugle outlets.

Lengthy negotiations resulted in the agreement retroactive to last Nov. 1.

Magee said that in addition to the important hourly wage and overtime provisions, the linen supply company's employees received substantial wage increases, a health and welfare program, improved vacation and holiday benefits, a 3-day leave for death in a family, seniority, uniforms, and a company-paid sick leave program.

Breakthrough

The contract also contains many other important provisions standard in Teamster agreements, including clauses covering shop stewards, grievances, protection of rights, which Magee said "should serve as a basis for a major breakthrough in the predominantly non-union laundry industry in Maryland."

Retires



William J. Marshall has retired after 27 years as business agent of Teamster Local 485 in Pittsburgh, Pa. During his 33 years of membership, Marshall served as the first president of Local 485 and also represented the local union as a delegate to International conventions and meetings. He also was chairman of Teamster Joint Council 40's Bakery Committee.

Slick Airways Teamsters Have New Contract

Approximately 150 mechanics and stock clerks employed by Slick Airways have received pay boosts of 15 cents per hour retroactively to last June 30th.

The employees are members of Teamster Local 655 in Redwood City, California.

The agreement provides for a union shop and many improvements, such as clarification on how vacations may be split, compensation for use of one's own car, insurance while traveling for the company, and paid physical examinations for certain workers.

The contract provides for wage and fringe-benefit increases amounting to 58 cents hourly over the next two and a half years. The contract also declares that no employee can be disciplined or discharged for honoring any picket line authorized by the International Brotherhood of Teamsters.

A 10-cent hourly premium pay goes to those engaged in fuel tank work, and all workers are to have five working days off with pay in the event of illness or death in the immediate family.

The company will pay moving costs whenever an employee successfully bids for a job at a new location, and no worker will suffer loss in pay during any transfer resulting from a reduction in force or layoff. Each worker may accrue 10 days sick leave after six months of employment and one day per month thereafter to a maximum of 60 days.

● Clerical Vote

Seventeen clerical employees of the Langendorf Division of the American Baking Co., in Burlingame, Calif., voted overwhelmingly for representation by Teamster Local 856 in a recent National Labor Relations Board election.

Rudy Tham, secretary-treasurer of Local 856, said that of 17 workers eligible to ballot that 13 voted for the Teamsters and only 3 were against the local union.

● Alabama Win

Checkers, drivers, and dockmen employed by General Cartage Co., Inc., in Birmingham, Ala., voted overwhelmingly for Teamster affiliation in a recent National Labor Relations Board representation election.

G. S. Webb, president of Teamster Local 612, said that of 43 workers eligible to vote, 29 cast ballots for the Teamsters, 2 voted for District 50 of the United Mine Workers, and 6 were against both unions.

Local 662 Gains Strike Victory In Wisconsin

Members of Teamster Local 662 ended a 4-week strike at Young Bros., Inc., Pure Oil Truck Stop in New Lisbon, Wis., with a contract guaranteeing top benefits, according to Milton Veleke, secretary-treasurer of the local union which is headquartered in Eau Claire.

Among the provisions of the new agreement were wage increases ranging from 25 to 40 cents an hour, paid vacations including four weeks after 15 years on the job, six days' sick leave with a total accumulation of 12, complete health and accident insurance paid for by the employer, Teamster pension plan, night premiums, clothing allowances, and tool allowances.

One of First

Veleke said the standard excellent grievance, seniority, and job security clauses in regular Teamster contracts were part of the agreement.

The Young Bros. settlement was one of the first labor contracts to be signed in the New Lisbon area. Veleke said the benefits evoked considerable interest and praise from unorganized workers in the area.

Drivers Gain In Wholesale Grocery Pact

Members of Teamster Local 138 ended a week-long strike against wholesale grocers in New York City early in January with a new 2-year contract guaranteeing a \$10 weekly wage gain over the life of the agreement.

Abe Price, president of Local 138, said the contract provided a wage increase of \$6 a week in the first year and \$4 a week in the second year along with an improved pension plan. A health and welfare fund also was established, with details still to be worked out.

The agreement covers members engaged in supplying canned goods and dried foods primarily to retailers. The contract is with some 60 companies belonging to the Greater New York Wholesale Grocers Assn.

In St. Louis

New Gambrinus Hall Completed For Teamster Brewery Unions

Teamster Local 6 in St. Louis, Mo., has completed construction of its new Gambrinus Hall which will serve as headquarters for four Teamster brewery local unions in the Missouri city.

Robert F. Lewis, secretary-treasurer of Local 6, said all facilities of the building already are in use and a dedication program is being planned.

Besides housing the four Teamster locals, Lewis said space will be leased to two other unions. The building has 14,000 square feet including a main meeting hall which can seat 1,000. There also is ample parking space since the local union owns the entire 165 x 350-foot city block on which the structure is located.

Lewis said the other Teamster brewery locals that have offices in the building are Locals 133, 367, and 368. Altogether, the four unions represent more than 2,500 workers including brewers and maltsters, grain and syrup workers, drivers and helpers, firemen, oilers, and maintenance men, and related workers.

Local 6 is the oldest union in the State of Missouri. It was chartered in 1886 under affiliation with the Knights of Labor. The local later joined the old CIO and decertified in 1952 to join the Teamsters Union under Lewis' leadership.

Besides a large meeting hall and office space, the new Gambrinus Hall

also has a smaller meeting hall, conference rooms, a kitchen, and other catering facilities.



Robert F. Lewis (left), secretary-treasurer of Teamster Local 6, and Rudy Wolf, recording secretary of the local union, are shown in their headquarters office in the newly-constructed Gambrinus Hall.

Wood beams give an old-world flavor to the main meeting hall of Teamster Local 6's new headquarters in St. Louis, Mo. The hall can accommodate 1,000. There also is ample parking space.



Dirty Laundry Tale

Teamster Tenacity Overcoming Tactics of Anti-Union Employer

ONLY half the story was told in the daily press last December when an employer was put behind bars—the first time such a thing had happened in the 30-year history of the National Labor Relations Act—for failure to bargain “in good faith” with a Teamster local union representing his employees.

Newspaper columnists and editorial writers came quickly to the employer's defense.

The press eagerly interpreted the occasion as one in which the boss suffered abuse at the hands of a union aided and abetted by the National Labor Relations Board.

“A 42-year-old businessman was jailed,” wailed the *New York Times* in its news story, “for refusing to bargain in good faith with a union that no longer represents the majority of his employees.”

Untold by the *Times* was a tale of

sweatshop conditions for underpaid laundry workers. Untold was the callous firing of pro-union employees. Untold was the employer's effort to turn aside the thrust of union organization by delay and procrastination over a period of years.

The struggle resulting in the boss getting tossed into the hoosegow until he was willing “to enter into fruitful good faith bargaining”—as the court put it—began five years ago when Teamster Local 145 started organizing workers at the Savoy Laundry, Inc., located in Stratford, a suburb of Bridgeport, Conn.

Leading the union's organizing campaign was Joseph P. Cleary, secretary-treasurer of Local 145.

Of four brothers owning and operating Savoy, the one that was to prove to be the Teamsters' chief antagonist was Stephen C. Vazzano, treasurer and nominal boss of the laundry. It was he who went to jail for five days shortly before last Christmas.

Teamster organizers in January, 1961, found a group of disgruntled and underpaid workers laboring long hours and under bad conditions at Savoy which laundered linens and uniforms for hotels, restaurants and barbershops.

In no time at all, 27 of the company's 33 employees signed Teamster membership cards. Cleary confronted the company and asked for recognition and expressed a desire to negotiate a contract for the Savoy workers, mostly women.

The company's answer came on Jan. 30, 1961. Savoy fired one girl considered the leader in the organizing campaign. The remainder of the women—all 26 of them—immediately walked out and established a picket line.

Cleary said the strikers deserved a

Victory Smiles



The re-elected administration of Teamster Local 560, Union City, N. J., gathered after local union voting for this official photo. Shown seated (left to right) are Secretary-Treasurer Edward A. Hughes and President Anthony Provenzano. Bottom row standing (left to right) are BA Nunzio Provenzano; Trustee Jos. Santillo; Vice President Zigmund Pskowski; Trustee William Gonder; BA James T. McNulty; Recording Secretary Albert J. McCullough; BA Sam Provenzano. Top row Santa Claus Sam Avicollo; BA Bob Liuzzi; BA J. W. Dildine; BA Anthony Noweski; Trustee Paul Ciampi; BA Sal Briguglio.

lot of credit because the walkout—which lasted to Feb. 20, 1961—occurred during a period when temperatures often ranged between five and twenty degrees below zero. The women picketed constantly.

Teamster Local 145, meanwhile, filed an unfair labor practice with the Connecticut State Labor Board and a hearing was scheduled for Feb. 15, 1961.

Before the hearing started, however, John Gaspic, State Labor Board agent, said Savoy wanted to talk. In the ensuing discussion, Cleary said, the company agreed under the auspices of the State Labor Board to a card check. It was determined that 27 Savoy workers indeed had signed for union representation.

The company then agreed to enter into a contract with the Teamsters Union. Cleary said:

"The recognition called for a union shop—also, the company would not discriminate against or restrain any employees for union activities and agreed to sign a contract."

When the company agreed to dismiss strike-breakers hired after the walkout began, the Teamster local union agreed to a postponement of the unfair labor practice hearing. The women returned to work.

Cleary said:

"We negotiated for three more days, Feb. 16-18. The majority of these girls were shirt pressers. The three-girl units were getting 1 cent per shirt plus 15 cents an hour. The four-girl units were getting 1 cent per shirt plus 20 cents an hour.

"We settled practically the whole contract with the exception of the wages. We would have settled for a one-half cent increase a shirt for the three-unit girls and 2 cents more for the four-unit girls. By units, I mean machines that three or four girls worked on. The company offered nothing. Needless to say, the girls turned down the offer and returned to work the next Monday pending further negotiations."

For the next couple of days, Cleary tried to reach the company attorney but was unsuccessful. Three days after the women had ended their strike and gone back on the job, Cleary said, several of them "came to my office and told me they had been fired again and that they had been told that the company was going out of the shirt business. For several



"I'll be a little late, Boss. I think I flooded the engine."

days more, I tried to reach Savoy's attorney and did not. In fact, I never heard from him again."

Five years later, *Newsweek* magazine, in telling how Savoy was "stomped" on, quoted Vazzano in this manner: "In a way, the 43-year-old Savoy treasurer and operating head recalled wryly, 'the Teamsters did me a favor. They forced me to audit my operation department by department to see how I was doing.' The audit, Vazzano said, showed the shirt laundry was losing \$14,600 a year. *Abruptly* he closed the department and laid off its 22 workers." (Italics added)

Teamster Local 145 reopened the unfair labor practice charge and a hearing was held the next April 28th before the State Board. The hearing continued to May 25th, but before it ended, Savoy Laundry retained another law firm and then got additional counsel from New York City. Obviously the company planned to defend forever its low wages and discharge of two-thirds of its work force.

A Teamster Family

Three members of the Ray Johnson family in Minneapolis, Minn., are members of Teamster Local 638.

The father, Ray, is a driver for a Minneapolis newspaper. His wife, Marie, works at Lakeside Industries. Their son, Richard, is employed at United Parcel.

The big city lawyers asked the State Board for time and received a slight delay. Then they offered Teamster Cleary a substandard contract based upon an agreement of a non-Teamster union in New York City which provided for a wage scale of \$1.07 per hour plus an additional five cents hourly for the laundry's inside workers. If Cleary would not accept, said Savoy's legal howitzers, they would present the question of jurisdiction to the National Labor Relations Board.

Cleary declined the contract and himself went to the NLRB. In a subsequent decision, the regional NLRB office ruled in favor of the Teamsters and Savoy's workers—ordering the company to reopen its shirt department and to reinstate the 22 discharged workers with back wages, and finally, to bargain with Local 145.

Court Appeal

Savoy refused to comply. The NLRB in January, 1964, asked the Court of Appeals for the Second Circuit to enforce the order. The company appealed to the court two months later. The court ruled that Savoy did not need to reopen the shirt department "so long discontinued," and sent the case back to the NLRB.

The NLRB, in a July 28, 1964, decision then ordered Savoy to bargain collectively with Local 145 and to make whole all 22 women that had been discharged, setting up a preferential list for rehiring them.

"The company," said Cleary, "then did go through the motions of negotiations once again, but this was all stalling on their part. Before that, they made the claim that Local 145 did not represent the people and said they were going to go back to the court."

Cleary once again notified the NLRB of the continuing lack of progress. This time, the NLRB went to the Circuit Court in Washington, D.C. The court held Savoy Laundry and Stephen Vazzano to be in contempt of court on Dec. 21, 1964.

"Savoy again sat down with me," said Cleary, "and again the negotiations were only a farce. In the meantime, the NLRB was after the company for back wages to the people which at that time amounted to \$70,000."

Once more the NLRB went into the courtroom on behalf of the Savoy

workers, this time asking for a body writ for Stephen Vazzano for failure to live up to the court order and rid himself of contempt.

Vazzano's New York City lawyers then made an affidavit to the court promising to bargain in good faith with the Teamster's Cleary. What happened then, Cleary said, was: "On Nov. 19, 1965, we sat down with the two law firms representing Savoy and with three of the four Vazzano brothers to negotiate. This was the first time that they gave me an offer on our proposal of wages."

Cleary continued:

4 Cent Offer

"They offered about 4 cents per hour for each year of the contract. I asked them to submit to me the rates they were now paying the employees and the names of the employees. They refused to give me this and said that it was not against the law for them to withhold this information.

"We again met Nov. 24. This meeting proved to no avail.

"We again met Nov. 29, 1965. At this meeting, Vazzano's lawyer told me that I did not represent the people and therefore, he was not going to give me the information in regards to wages that I had asked for, and even if we agreed upon a contract that he would not sign it and that he would go back to the court."

The question went back into litigation. The three judges unanimously held Savoy Laundry in civil contempt

for refusing to bargain and for failing to produce back-pay records as required by law. The court further rejected Savoy's contention that it had no duty to bargain with the union because it no longer represented a majority of the employees.

Judge Edward Lumbard noted in his opinion:

"We find no alternative but to issue the writ of attachment against (Savoy's) managing officer and to confine Stephen Vazzano in custody until the specific acts of contempt have been purged and until Savoy has demonstrated its willingness to enter into fruitful good faith bargaining.

"So long as Savoy fails to comply with the orders of the National Labor Relations Board and this court to bargain in good faith for a reasonable period, and so long as the Board chooses not to order a new election, the union will remain the bargaining representative of these employees, and the rights of the parties will remain unchanged.

Off to Jail

"It is time for Savoy to end this anomalous situation and the continuing injustice to its employees by facing up to its duty to bargain with this union."

Vazzano was whisked away to prison by a pair of federal marshals. On the outside after his 5-day stay in jail, Vazzano was quoted by *Newsweek* magazine as saying:

"We refused the payroll data. Our position was that the Teamsters did not represent our employees. I realized jail might be a consequence. But I had done nothing wrong, and I was shocked and surprised when it happened."

The same *Newsweek* story quoted an anonymous NLRB official as commenting that "it was a case where a man went to the end of the rope and didn't even tie a knot"—doing everything possible to avoid the Board's orders.

As *The International Teamster* went to press, the five-year struggle at Stratford moved into its sixth year even though Savoy—while apparently whipping up a new court maneuver on the sly—signed a contract with Teamster Local 145.

Said Joseph P. Cleary, secretary-treasurer of the local union, "They made the contract conditional on the basis that if the court does not find us the representative of the people, then the contract is not valid."

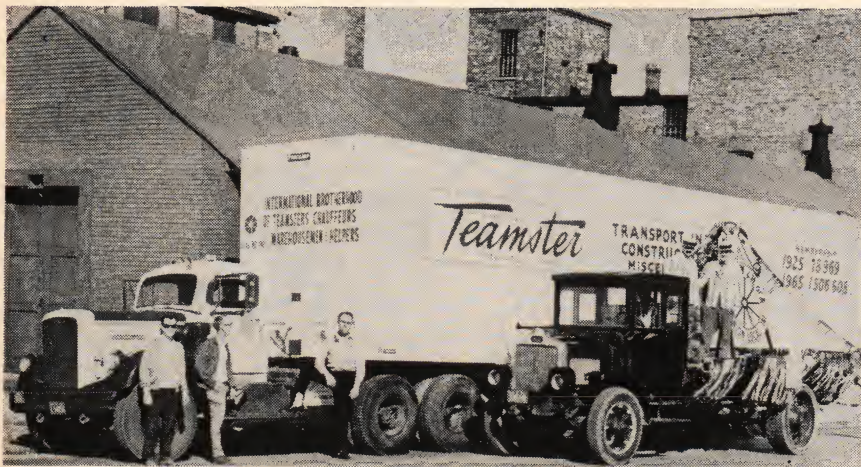
Cleary added doggedly, knowing that the answer to peaceful labor relations with Savoy Laundry, Inc., was a simple one: "We have once again gone back to the court in order to have Steve Vazzano jailed again."

Honorable Picket

Anti-union newspaper editorialists, meanwhile, continued to berate the NLRB, the Teamsters, and even the court left-handedly.

Still out of their jobs at Savoy since Feb. 23, 1961, were the 22 women shirt pressers whom Stephen ("I had done nothing wrong") Vazzano fired "abruptly" on that date after they had signed Teamster membership cards and walked an honorable picket line for better wages, hours, and working conditions.

Study in Contrasts



Members of Teamster Local 141, London, Ontario, drew a sharp contrast between the old and the new last Labor Day when they paraded these two trucks. Left to right in the photo are Ray A. Elliott, William Graham, Austin Atwell, Ralph Daniels and Hugh Ferguson. The older rig is a 1923 White which was the pride of pickup and delivery drivers in Winnipeg just after World War I.

Best Answer In 1965

Members of the Auto Workers' locals in Louisville, Kentucky still chuckle when they talk of the employer who posted announcements around the plant offering a \$25 award for the best suggestion on how the firm could save money.

The winning suggestion:

"Cut the award from \$25 to \$10."

Plywood Maker Violates Act With Threats

Cloverdale Plywood Co., a plywood manufacturer in Cloverdale, Calif., violated Taft-Hartley Act by unlawfully interrogating employees about their activity for the Teamsters, threatening discharge for putting up union signs, and threatening to close the plant if the union got in, according to a recent National Labor Relations Board decision.

Affirming the trial examiner, the Board said the company also violated the Act by discharging Jerry Schroeder and Peter McReynolds for instigating an organization campaign by Teamster Local 980 of Santa Rosa, Calif.

No merit was found in the company's defense that it discharged the two men because they were dissatisfied with their jobs.

Cloverdale was ordered by the Board to cease infringing upon employees rights, and since the Cloverdale plant had been sold, the discriminatees were ordered reinstated with backpay and interest at one of the company's other plants.

Worker ● Reinstated

Affirming the findings of the trial examiner, the National Labor Relations Board held that a cement manufacturer violated the Act by discharging a man for union activity on behalf of Teamster Local 745 in Dallas, Tex.

The Board held that Texas Industries, Inc., also violated the Act by unlawfully interrogating employees about their activity for the Teamster local union.

The employer contended that the evidence was insufficient in the case of Kenneth Hester's firing, but the Board noted that it was fully established that Hester's union activity was known to the company.

Accordingly, Texas Industries, Inc., was ordered to reinstate Hester with backpay and interest, and to cease the unlawful conduct.

● Red Ball Vote

Mechanics and their helpers and servicemen employed by Red Ball Motor Freight, Inc., in Memphis, Tenn., voted for Teamster representation in a recent National Labor Relations Board election.

Wages Low

Norway Trucking Likened To 'Wild West' Operation

Yngvar Molimen, president of the second largest trucking company in Norway, recently described the trucking industry in the Scandinavian country as a "wild west" type of operation in which no holds are barred.

Molimen's company operates some 107 units consisting mainly of 5-ton diesel-powered stake trucks. The firm grossed a million dollars last year.

The great majority of trucking firms, said Molimen, possess only one to five pieces of equipment. They are generally family operations linked closely to the communities from which they operate.

Shipments are largely of milk and other agricultural commodities and are in the short haul category. The government-owned railroads, which are 80 per cent subsidized, get the cream of the freight tonnage.

Wage structures for drivers are considerably lower than for labor in other Norwegian industries. Molimen

said there are two reasons for this: Operators are permitted to set their rates as low as they want; and government subsidy holds up the marginal operators.

Altogether, there are about 900 truck lines operating in Norway, many of which also operate buses. Mergers have been few mostly because community pride in carriers based in local areas prevents any great consolidation movement.

Molimen said the Norwegian trucking industry was nearly nonexistent before World War II but had something of a postwar explosion after large numbers of British, Russian and American trucks were left behind as armies were withdrawn.

Roads are mainly of gravel and all but the major arteries are closed during the winter season. A few routes are 21 feet wide but most are 18 feet.

Trucking taxation is based strictly on mileage plus a flat weight tax on

Overseas Gifts



These members of Teamster Local 757 in New York City, all employees of Pan American Airlines, collected gifts as part of a drive to send Christmas packages to American servicemen in Viet Nam. Shown are (left to right): Ed McDermott, Ken Wendell, Tom Carbonaro, Bill Hedberg, Tony Guida, Clem Ignieri, Russ DeFrancisca, Vin O'Hara, and John McCambridge.

trailers. Maximum rates are set by the Norwegian government's Communications Department. There are no minimum rates.

Molimen said competition is strictly on a cut-throat basis, but if a company loses money it can go to the government and get reimbursement for the major part of the loss.

• Local 435 Wins

Local 435, Denver, has been victorious in two recent representation elections. By a 12 to 0 vote, employees of Hoerner Boxes, Inc., elected the Denver local as its collective bargaining representative. In another election, Local 435 was chosen by workers at Packaging Corporation of America in a contest with the Denver Paper Box Workers.

Manufacturer Violates Act With Refusal

Gafner Automotive & Machine, Inc., of Escanaba, Mich., violated the Taft-Hartley Act, said the National Labor Relations Board in a recent decision, by refusing to recognize and bargain with Teamster Local 328, majority representative.

The Board held that contrary to the company's contention that it refused to meet with the union because it doubted the union's majority status, the firm — a log loading machine manufacturer — “seized upon the union's filing of a representation petition as an excuse for avoiding its obligation to bargain, in order to gain time to undermine the union's majority.”

Gafner also violated the Act, said the Board, by unlawfully interrogating employees about their union activity, threatening reprisals for such activity, and promising benefits to discourage union membership.

Accordingly, the employer was ordered to cease the unlawful conduct, and to bargain with the union upon request.

The Board also affirmed the examiner's conclusion that the unlawful interrogations, threats, and promises constituted grounds for setting aside the election which the union lost. A second election was not ordered and the election petition was dismissed because the employer was ordered to bargain with the union.

On the Ramparts

Companies Strengthen Defenses Against Union Organizing Drives

CONFRONTED with increasing successes of collective bargaining, companies are fighting harder nowadays against attempts by labor unions to organize workers.

The trend of growing resistance to unionism by both big and little employers has ballooned to such proportions that the *Wall Street Journal* felt compelled to remark upon it in a story last January 19th.

There are several reasons why employers are improving their defenses against unionism:

—They have been pushed into stout reaction by the fact that workers are becoming more aware of improved collective bargaining agreements negotiated by unions.

—Unions have launched inspired organizing drives as exemplified, for example, by the International Brotherhood of Teamsters which has gained more election victories with each passing month.

—Fast-buck union-busting lawyers and anti-union labor consultants have been increasing in number and making themselves more available to industry, even soliciting clients on occasion.

Three Dialogues

Generally speaking, corporate defenses against unionism involve souped-up versions of any or all of three general dialogues—management and the employee, management and management, and employee and employee, or rather, employee versus other employees.

In the latter instance, many companies have changed their publications which are known as “house organs.” Such publications usually aim subtle messages at workers while highlighting activities of their employees.

Instead of concentrating on information about bowling teams, birth notices, deaths, etc., house organs more often now shove such items to the rear of the publication. This editorial change permits emphasis on corporate stories in the forefront of the house organ. Especially publicized are items which illustrate how much “better” the company's workers are doing than a competitor's em-

ployees in the same industry.

Corporations now spend a greater amount of time in patronizing employees first-hand. Some companies hold small regular meetings between company executives and the workers in an atmosphere of friendly good will. When questions about unionism arise, the company spokesmen make their position clear and firm to the extent that even mild dissent is discouraged.

“The increasing attention executives are paying to keeping unions out,” noted the *Wall Street Journal*, “also shows up at meetings arranged by the American Association of Industrial Management, an employers' group set up to ‘develop and preserve sound industrial relations.’”

“Its periodic discussions of unions, including ways to ‘combat union organizing drives,’ nowadays draw upward of 1,000 executives, reports an official of the non-profit association. As recently as 1963 . . . similar dis-

200 Members Gained by Ohio Local

Teamster Local 413 in Columbus, Ohio, gained more than 200 new members as a result of organizing victories in 1965.

Notable among the National Labor Relations Board representation election wins, according to Dale Mann, president of the local union, was the unanimous victory at Wonder Snack Foods where 60 production workers and truck drivers went Teamster.

Truck drivers employed by Standard Oil of Ohio, petroleum haulers, voted for Local 413 in another large election win. Drivers working for Arrow Universal Concrete haulers voted for the Teamsters.

Warehousemen at Commercial Paste and also at C-Pac, both in Columbus, went Teamster respectively by 15 to 1 and 6 to 0 ballots.

Additional members were gained in a half-dozen smaller election victories in the Columbus area, according to Mann, most of them drivers and warehousemen.

cussions attracted barely 400 executives, on the average."

Coupled with such management anti-union honeymoons are the continual efforts of mercenary union-busters. One such "management consultant" who operates out of North Carolina says the circulation of his semi-monthly bulletin on such matters as how to defeat union organizing efforts has more than doubled since 1960.

Cloak and Dagger

Consultants also specialize in cloak-and-dagger activity once a union organizing campaign is definitely in full swing at a plant that retains them. One plant, advised by a consultant, actually fed phoney information to union organizers—prompting the union men to expend their energy counter-attacking company propaganda that never materialized.

Much of the increased sophistication of anti-union campaigns conducted by companies in the right-to-work states of the South is due to a few well-known union-busting law firms. Several legal firms have an outline all prepared to give their customers the moment they are contacted for help in putting down the head of unionism.

Phonograph Records

Once a union organizing campaign has gotten a foothold, however, many companies are responding with more expensive rejoinders than in years past. One plant in Tennessee recently distributed a phonograph record of the plant manager's voice in which he urged the workers to reject the union.

The new anti-union methods—mixed in liberally with the old smear campaigns, token pay raises, and rewards for company-oriented employees who act as so-called "Judas goats" for the other workers—are proving effective as often as not.

Battling a Ghost

The employer innovations plus the ever-changing aspects of labor law have permitted corporate defenses against unionism to succeed sometimes when they might otherwise have been expected to fail.

Union organizers now find more challenges and roadblocks than in years past, often must feel like they are battling a ghost. But when pressed, they usually find a way to overcome management's best defenses by sticking to arguments hinging on wages, hours, and conditions.

DRIVE Alert

Legislative Sessions Slated In 27 States During 1966

Members of DRIVE (Democrat, Republican, Independent Voter Education), the political and legislative arm of the International Brotherhood of Teamsters, are casting an eye toward 27 state legislatures scheduled to meet during 1966.

These legislatures will pass some 10,000 new state laws, according to an estimate by the Commerce Clear-

ing House.

These laws will result from an estimated 40,000 bills introduced in the 23 regularly scheduled sessions and four special sessions now on tap, plus any additional special sessions which may be called during the year.

It is a year when lawmakers will try to keep a balance between the growing pressures of state needs and

Things Weren't Always So Good For the Teamster

Things weren't always so good, as a paper presented to the Cook County (Minnesota) Historical Society recently pointed out. Said the account:

John Schroeder Lumber Company of Ashland, Wisconsin, built a large headquarters camp at the mouth of Cross River in 1895. This consisted of a warehouse, a hotel, and a saloon.

Seven dams were built on Cross River. The largest was 6½ miles from the mouth of the river. It was nearly 100 feet long and 14 feet high, and had 3 gates to back up the water about a mile.

The company had several large camps which they ran until about 1900. This company cut only pine and did not cut closer to the shore than 6 miles.

Wages were from \$16 to \$30 per month for common labor: \$30 for two-horse Teamsters, and \$35 for four-horse Teamsters. A foreman received \$40 per month.

Food for the camp was supplied by a man hired to kill moose for \$35 per month. He averaged about 25 moose per month. He would dress it, but not quarter it. Then he would blaze a lint to the road so the moose could be dragged out by a team of horses.

Typically, in those days, the only building that had lights was the cook house. The bull cook had a lantern and each Teamster had one. When the cook got his chores done for the day, he hung his lantern by the door so those who needed to could find it.

When the Teamsters got in from the barn, they hung their lanterns in their bunks. If someone was a friend of the Teamster, he could sit on the deacon's seat and read by the lantern.

Bunk houses had two windows, one on each side of the door. In front of one was the grindstone and in front of the other was the wash bench with a pail of drinking water and dipper at one end, then 5 or 6 wash dishes and a water pail.

For washing clothes, the men cut wood and built a fire outside on Sunday. They heated water in an iron wash tub and washed their clothes and hung them up to dry on nearby brush.

As for taking a bath, if the camp was on a creek, they could cut a hole in the ice and jump in or roll in a snow bank.

the hard facts of a November 8th election involving governors, senators, congressmen, and the state legislators themselves.

Of particular interest to Teamster members throughout the nation will be labor measures affecting union security, unemployment compensation, workman's compensation, and sales tax measures.

Also of special interest to Teamster members and the trucking industry will be measures proposing new taxes on fuel, tires, trucks and equipment, as the states look for more money to continue the federal-state road building program.

Nineteen states convened their legislatures in January, three were set

for February, and Louisiana goes into session in May. Eight of these states — California, Colorado, Delaware, Hawaii, Kansas, New Mexico, Pennsylvania and West Virginia—will meet in sessions devoted exclusively to budget making.

Further, legislative calls have gone out in Missouri, North Carolina, Utah and Vermont with numerous other states virtually certain to follow suit in the continuing drive to finance new and increased services.

Besides the above-mentioned states, Alaska, Arizona, Georgia, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, New Jersey, New York, Rhode Island, S. Carolina, S. Dakota and Virginia have legislative sessions called for 1966.

had suddenly contributed almost \$100,000 to the GMA lobby treasury. He also wondered why the Columbia Broadcasting System had made a \$10,-000 contribution to the same fund.

Patton said his information came from stories published in *Advertising Age*, the leading industry publication, which reported that GMA was seeking \$350,000 from grocery chains alone.

GMA represents most of the large producers of virtually all food items sold in supermarkets with the exception of fresh vegetables and meats. The grocery manufacturers spend more money on advertising than any other industry in the country.

Referring to the contributions solicited by GMA from ad agencies, television networks and leading magazines, *Advertising Age* said:

"Although no direct 'pressure' had been applied to these fields to contribute, there had been nonetheless, some indirect 'arm twisting' by virtue of the degree to which the involved agencies, television firms and magazines were dependent upon food advertising budgets."

GMA spokesmen, meanwhile, said the organization was not going to use the money to try and influence the government commission, but rather planned "to collect information that would be of assistance" to the bipartisan probers.

One industry official, not identified by *Advertising Age*, was quoted as saying that the campaign had been initiated because "the grocery manufacturers live in fear of always being misunderstood and are willing to put up the money to present their position."

An official of the government commission said he did not believe the food survey report to Congress would be affected by the expensive industry campaign now being conducted by GMA.

● Warehouse Pact

A contract negotiated for 33 office workers employed by San Francisco Warehouse produced wage increases averaging \$100 monthly. In one instance, a worker received \$193.

Additionally, pension, health and welfare, dental care, and all other fringe benefits which are part of the master freight agreement go to the new Teamsters who had been non-union and resisted organization for years.

Pocketbook Item

Food Producers Worried About Consumer Hostility

Concerned about growing consumer hostility, the nation's largest food producers are raising a war chest of \$750,000 to lobby against potential legislation that would protect the pocketbooks of housewives shopping in the markets.

According to the Grocery Manufacturers of America (GMA), the money will be used to present an "accurate picture" of the food producing industry to the National Commission on Food Marketing (NCFM).

The NCFM, a bipartisan commission, was established by Congress in July, 1964, to examine the marketing of the nation's foods from farmer to consumer.

The commission has held hearings in recent months at which consumers have scored points with pertinent questions about advertising, packaging, weights, quality, and prices of foodstuffs on grocery shelves.

Inasmuch as the hearings are now completed and the commission's final report is scheduled to go to Congress in July, there are farmer and consumer groups looking with suspicion on the GMA's \$750,000 war chest which is being solicited for those who rely heavily on the grocery manufacturers for their income—advertising agencies, television networks, and slick magazine publishers.

James G. Patton, president of the National Farmers Union, has charged

GMA with "questionable tactics" and attempting to influence a government agency.

Patton has asked for a Justice Department investigation into the situation and also has urged the NCFM to hold new public hearings to look into the food makers' sudden action.

Patton said:

"These hearings must begin promptly and must bring all parties reportedly involved before the commission to testify under oath, even if it means using the subpoena powers given the commission by Congress."

The farm leader asked specifically why eight major advertising agencies

Early Survey Shows Gain in Truck Tonnage

A preliminary survey indicates that intercity truck tonnage in 1965 increased 9 per cent over the total for 1964.

William A. Bresnahan, managing director of the American Trucking Assns., Inc., said also that the nation's total truck fleet reached 13.9 million vehicles in 1965.

The truck total excludes the 725,000 trucks owned by federal, state, and local governments.

Gov't. Snooping**Senator Says Action Needed Now
To Protect Citizens' Right of Privacy**

"HOW LONG must American citizens sit still while government agents spend millions of tax dollars and thousands of hours of government time on techniques which catch few criminals but which play havoc with American Constitutional liberties?"

That was the big question asked by Sen. Edward V. Long (D-Mo.), chairman of the Senate Subcommittee on Administrative Practice which has been probing government invasions of privacy in recent months, in a home-state address last month.

More to the point, the Missouri Senator declared:

"Congress must take action to stop the growing use of wiretapping and snooping devices by federal agents."

He added, "The challenge before my subcommittee is to write legislation which will protect the individual's right to privacy while ensuring that adequate law enforcement continues."

To that end, said Sen. Long, his Judiciary subcommittee would resume its investigation into wiretapping by government agencies no later than Feb. 15.

He expressed the hope that the hearings would lead to legislation to restrict government agents' use of what he called "an armory of electronic snooping devices."

Whether such legislation would have the support of the Administration is unknown. President Johnson did not ask for such a measure in his



Sen. Edward Long

Jan. 12 state-of-the-union speech to Congress.

In the past, however, LBJ has expressed interest in the subcommittee's work. On a recent occasion, he informed his department heads that he was against wiretapping and against the use of electronic eavesdropping gear.

Sen. Long noted that Congress already has given a lot of attention to strengthening law enforcement programs. It approved a long list of anti-crime bills in 1961 and 1962. Last year, a Law Enforcement Assistance Act was passed with the goal of improving the training of local law officials.

"Congress has accepted its responsibility in the field of law enforcement," emphasized Long. "Now Congress must accept its responsibility to protect the rights of American citizens."

The Senator asserted that illegal activities by federal agents underline an urgent need for new legislation that would clarify just what Congress means in its wiretap laws, adding:

"... The use of hidden microphones on the end of leased wires, wiretaps, and electronic eavesdropping gear are in complete violation of the Fourth Amendment to the Constitution."

Sen. Long said his subcommittee has found that agencies participating in the organized crime drive are spending far too much time "playing with wiretap and snooping devices."

He said:

"This is not what Congress had in mind when we helped launch the organized crime drive. Congress must speak out and speak clearly on the matter of federal invasion of privacy."

Sen. Long put up a stout defense for the right of privacy and emphasized that it had been violated beyond the point of tolerance. He said:

"The right of privacy, as you know, is as vital as the American revolution. It is deeply imbedded in the American Constitution. It is a part of the Bill of Rights.

"The Supreme Court, in case after case, has upheld the right of privacy.

"But today, with no mandate from Congress, with no permission from the President of the United States, in spite of the Fourth Amendment to the Constitution, and in violation of federal and state laws which prohibit wiretapping, government agents have

Testing Union Shop Foes

Then there was the local union that recently came out with a plan to test the sincerity of those who claim they are against the union shop "on principle."

The union distributed pledge cards reading:

"I am opposed to unionism. Therefore, I am opposed to all benefits that unions have won through the years. I refuse to accept these and other benefits that will be won by union negotiations with the company, and I hereby authorize and direct the company to withhold the amount of union-won benefits from my paycheck each week and donate it to charity."

None of the pledge cards were signed and turned in by the foes of the union shop.

been secretly invading the privacy of thousands of American citizens."

He continued:

"With an armory of electronic snooping devices, with little or no concern for our Constitutional rights, these agents have been breaking al-

most every trust the American public has placed in them.

"The liberties we trusted them to protect, they have violated. The laws we trusted them to uphold, they have broken. The belief in human dignity we expect them to have, they have submerged in a jungle of snooping, wiretapping, harassment, intimidation and threats."

The Senator said his subcommittee hearings already have disclosed that the federal government is the nation's single largest purchaser of electronic snooping and wiretapping devices.

Ten federal agencies have bought nearly \$100,000 worth of snooping devices from one private company alone since 1959—and most of those agencies, said the Missouri Senator, had nothing to do with national defense or national security.

You'd Be Amazed

"You would be amazed," he said, "to learn just how many different devices they have and how effective these devices are, how conversations can be transmitted to receivers blocks away, how by merely picking up your telephone you may be automatically turning on a recorder that will record both sides of your conversation."

The Senator continued:

"There may be wiretaps on your phone which you will not find in your office or in your home—they will be down the street or half-way across town.

"There are mikes which hear through walls.

"There are devices which secretly zoom in to pick up conversations hundreds of yards away.

"There are transmitters as tiny as a martini olive but powerful enough to transmit everything you say at a party to a hidden agent."

Sen. Long emphasized that if Congress does not soon act to afford protections to citizens, "we may suddenly wake up in a naked society, a 1984 in which all are being watched by big brother, where every citizen is a denizen in a goldfish bowl."

Noting that Congress has done a lot in recent years to make law enforcement more effective—by closing loopholes in existing law, by improving penology and rehabilitation statutes, etc.—Sen. Long said that unfortunately the congressional attitude has been misunderstood by federal agents.

He said:

"They are wrong when they believe

Santa at Vets



Jack Goodie, a member of Teamster Local 443 in New Haven, Conn., has been playing Santa Claus at the Veterans Administration Hospital in West Haven, Conn., for years as B'nai B'rith Lodges have donated gifts and entertainment for the occasion. Goodie is active in other community service projects also. He has donated two gallons of blood to the Red Cross and has aided in the United Jewish Appeal collections.

"No American should rest content until all illegal methods against any and all citizens are stopped. The great bulwark of our liberties is the Bill of Rights. But the Bill of Rights must apply to everyone or it will end applying to no one."—Sen. Edward V. Long (D-Mo.) in a speech at Kansas City, Mo., Jan. 14, 1966.

that, because Congress is opposed to organized crime, therefore we don't care *how* criminals are caught.

"They have the wrong idea that Congress does not care about the methods and techniques as long as we get results; to catch more crooks, to increase the number of arrests and convictions, to improve the nation's crime detection statistics."

Sen. Long declared that he thought it was about time for agents of federal bureaus to get the message. The message, he said, was:

"Congress never intended to create a corps of elite police state agents who are above the law, who can freely violate our constitutional liberties. Congress never intended that wiretapping, eavesdropping and harass-

ment should become the day-to-day tools of federal lawmen."

Sen. Long said that when federal agents have been asked about what results they are getting from the use of illegal wiretapping and snooping gear, "they have told the subcommittee time and again that these devices are really not much help."

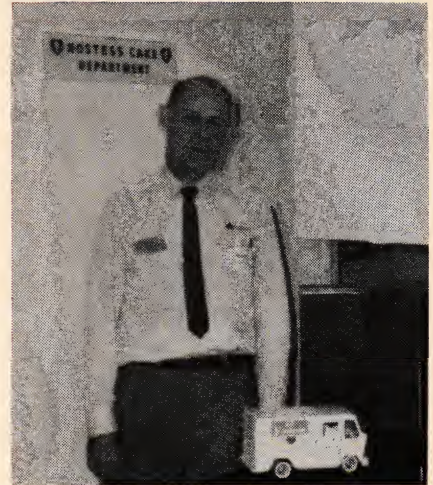
He also discounted the claims of federal agencies that they have used such methods only to catch big-time crooks. Long cited testimony before his subcommittee to show that the average American citizen often has been the target of such investigative abuses, particularly by the Internal Revenue Service.

"The testimony so far obtained by my committee," said the Senator, "indicates that Congress must speak out and speak clearly on the matter of federal invasion of privacy."

Whatever legislative proposals Long's subcommittee comes up with will not be known for several months yet—until after the conclusion of hearings. In the meantime, the Missouri Senator urged:

"I invite you to join me in my efforts to put a stop to the growth of police state morality. My subcommittee cannot do the job alone."

Safe Driver



Elmer Cozad, a member of Teamster Local 734 in Chicago, Ill., recently received a 30-year safe-driving award from his employer, Continental Baking Company.

Rep. Griffin Bets on Sen. Dirksen

Less than a week before Section 14(b) of the Taft-Hartley Act was scheduled to hit the Senate floor, Rep. Robert P. Griffin (R-Mich.) was predicting that Senate Minority Leader Everett Dirksen would win his battle during the current session to save the clause which permits states to enact compulsory open shop laws.

Griffin, whose name is attached to the most recent anti-union legislation passed by Congress—the Landrum-Griffin Act—made the prediction when addressing a women's Republican club in Washington, D.C.

Section 14(b) repeal passed in the House of Representatives last year despite the opposition of Griffin and other conservatives and Southern Democrats. It was blocked in the Senate by Dirksen.

In the interim between the first session and second session of the 89th Congress, the National Right to Work Committee began making overtures to women's clubs across the nation in its drive to retain Section 14(b).

Griffin's talk was in response to the National RTW Committee's call for speakers to enlist the support of Republican women in the District of Columbia area.



"Think you could afford to get the hand truck repaired this week, Mr. Jones?"

'50/50 - That's It'**Local 782 Defeats Boss' Attempt To Discard Taxi Drivers' Pact**

Blue Cab Co., and Village Cab Co., of Oak Park, Ill., violated the Act, ruled the National Labor Relations Board recently, by unilaterally changing their method of operation from the use of commission drivers to the use of leasing agreements after refusing to discuss the change with Teamster Local 782 of Maywood, Ill.

The Board also agreed with the trial examiner that the cab firms also violated the Act by discharging all their

drivers and telling them that if they wanted to work, they could lease cabs.

"This action," said the Board, "had as its specific intent the permanent severance of the employment relationship with the elimination of the union as the bargaining representative and the discouragement of union membership."

In so ruling, the Board noted that the evidence established that Blue Cab and Village Cab notified the Teamster

local union of intent to terminate the collective-bargaining agreement with the union on Jan. 21, 1963. Subsequently, the firms announced that they intended to eliminate the use of commission drivers in favor of a leasing operation, admitting that the purpose "was to dispose of the union, declaring, 'that after July 1 there would be no union employees . . .'"

Said the Board:

"When the union offered to negotiate with respect to a contract covering driver-lessees, Charles Ugaste (management spokesman) flatly refused to discuss the matter.

'Won't Sign'

"On June 25, Ugaste reiterated his determination to dispose of the union, stating 'I don't want the union or any part of it and I would never sign a contract with the union.'

"On June 28, at a meeting with the drivers, Ugaste said, 'As of midnight Sunday, no more cab company. You fellows are no more union. I'm not having any more union contract. You are no more employees as of Sunday midnight. If you want to work, come to me working on a leasing basis, 50/50, that's it.'"

Drivers Forced

Thus, the Board concluded that "the commission drivers were forced to make an election between on the one hand working under the discriminatorily inaugurated lease arrangement and on the other exercising their right to representation by the statutory bargaining representative.

"Plainly," said the Board, "a choice of this character may not validly be imposed upon employees and is in contravention to the Act."

Threatening Employees

Other violations by Blue Cab and Village Cab included threatening employees with economic reprisals for engaging in union activity, and promising benefits in order to induce them to abandon the union.

The Board ordered the employers to cease the unlawful conduct; cancel any lease arrangements they have with drivers; reinstate and operate under the contract with the union until such time as it may lawfully be terminated by either party; resume taxicab operations as conducted prior to the change; reinstate the drivers with backpay and interest; and, bargain with the union upon request.

Up in Michigan**County Road Workers in Michigan Vote for Teamsters in State Vote**

Sanilac County road employees in Michigan voted 58 to 27 in favor of Teamster Local 339 of Port Huron as their exclusive collective bargaining representative recently.

The historic election was conducted by secret ballot under the direction of the State Labor Mediation Board.

It was the first group of county road workers in the State of Michigan

to vote Teamsters Union as their representative since the amendment of the Hutchison Act last July, 1965. The change in the law permits organization of public employees.

Walter Sacharczyk, Local 339 business representative, planned to begin negotiations on the County road employees contract immediately.



Walter Sacharczyk (left), Teamster Local 339 business agent, was on hand to see that Ronald Rueter fulfilled his promise to Roy Goheen to wheel him in a wheelbarrow down Main street in Sandusky, Mich., if Sanilac County road employees voted Teamsters—which they did by a 2-to-1 majority.

Auto Exhaust Control

Federal Agency Proposes To Restrict Air Pollution

THE GARDEN hose connected to the exhaust pipe of a running automobile has long been a popular method of ending it all by those citizens who find they can no longer stand the pressures of life.

Recently, however, there has been an increasing awareness that exhaust from the family auto may also be killing unwitting citizens who breathe the air which is the receptacle for impurities exhausted by the combustion engine.

So convincing are the reports of experts that auto exhaust is fast contaminating the air we breathe that the Federal Government last year passed legislation requiring auto manufacturers to equip 1968 models (which will hit the market in the Fall of 1967) with devices to cut down on auto-produced air pollution.

The new devices will cost the auto buyer more money, but they may save his life as well.

The Department of Health, Education and Welfare has proposed regulations to restrict the amount of air pollution the car engine can pump into the atmosphere. The regulations apply to passenger cars and small trucks.

Regulations are aimed at controlling two villains produced by inefficiently burning gasoline in the automobile engine. One is the hydrocarbons, a prime ingredient in atmospheric smog. The exhaust control devices proposed by the Government would limit hydro-

carbons to 275 parts per million of exhaust.

Likewise, carbon monoxide, the lethal gas which works so effectively on our departed brothers who succumbed to pressure, will be limited to 1.5 per cent by volume of gasoline burned.

Government specialists advise that the car with no control device puts out about 800 parts per million of hydrocarbons and 3.5 per cent of carbon monoxide.

How much more the motorist will pay for a car with respect for a pure atmosphere will depend upon the kind of car purchased. Chrysler Corporation estimates the additional cost of engine modifications necessary to reduce air pollution at \$13 to \$24, depending upon the size of the vehicle.

Ford, General Motors and American Motors—they use a different system of pollution control—estimate an additional cost of \$50 per model.

Chrysler attacks the problem of air pollution by adjusting engine timing so that the spark is retarded under certain operating conditions, mainly deceleration. With smaller fuel jets, Chrysler cars use a leaner mixture of fuel and use less fuel during deceleration.

Other auto manufacturers favor a system of adding air to exhaust gases as they leave the engine cylinders after combustion. This permits the hot volatile gases to be more thoroughly burned in the exhaust manifold of the auto.

Under proposed Federal regulations, car manufacturers must insure that the exhaust control system will operate perfectly for 50,000 miles, which federal authorities say is one-half the life expectancy of the average automobile.

California, the leader in auto exhaust pollution control, already requires new autos to be so equipped, and state regulations there require that the control system operate effectively for 12,000 miles or one year.

Proposed federal standards also require that autos be equipped with 'blowby' devices to prevent any air pollution from auto crankcases. The 'blowby' tube returns hot exhaust gases to the engine for more complete combustion.

Also, The Department of Health, Education and Welfare intends to tighten regulations in later years. Future regulations will not only require tighter controls over hydrocarbons and carbon monoxide gases, but will also require control of oxides of nitrogen. Car manufacturers are still looking for the means to control oxides of nitrogen.

Experts and researchers, however, point out that by 1980 there will be so many motor vehicles on the nation's highways belching pollutants into the air that presently proposed controls will not be adequate.

Some proposed answers include modification of the combustion engine and electric-powered autos.

Beyond that, however, the effectiveness of the exhaust control system will depend upon state inspection systems which accept that responsibility. Here, too, the program will be less than desirable as only 25 states now require that autos undergo inspections.

Current legislation doesn't even recognize the problems of air pollution by used cars. These gas guzzlers, of course, present even more of a problem in the area of cleaning up the air we breathe. Unless states adopt legislation dealing with the problem of used cars, which cost even more to purify, the only solution seems to wipe the smog from one's eyes and hope the used car without a control device will soon end up on the junk heap.

Stewards' Conference

Michael J. Fomusa (left), secretary-treasurer of Teamster Local 738, is shown examining program for Local 738's 6th Annual Stewards Conference, with Congressman Roman C. Pucinski, Democrat from Illinois' 11th district. Thirty stewards were awarded certificates at the conference after having completed training program conducted by the University of Illinois Institute of Labor and Industrial Relations.



Veteran Denver Teamster Retires

The membership of Teamster Local 537 in Denver recently showed its appreciation for the years of service by Howard Coffey when it presented the veteran Teamster a new automobile upon his retirement at the end of the year.

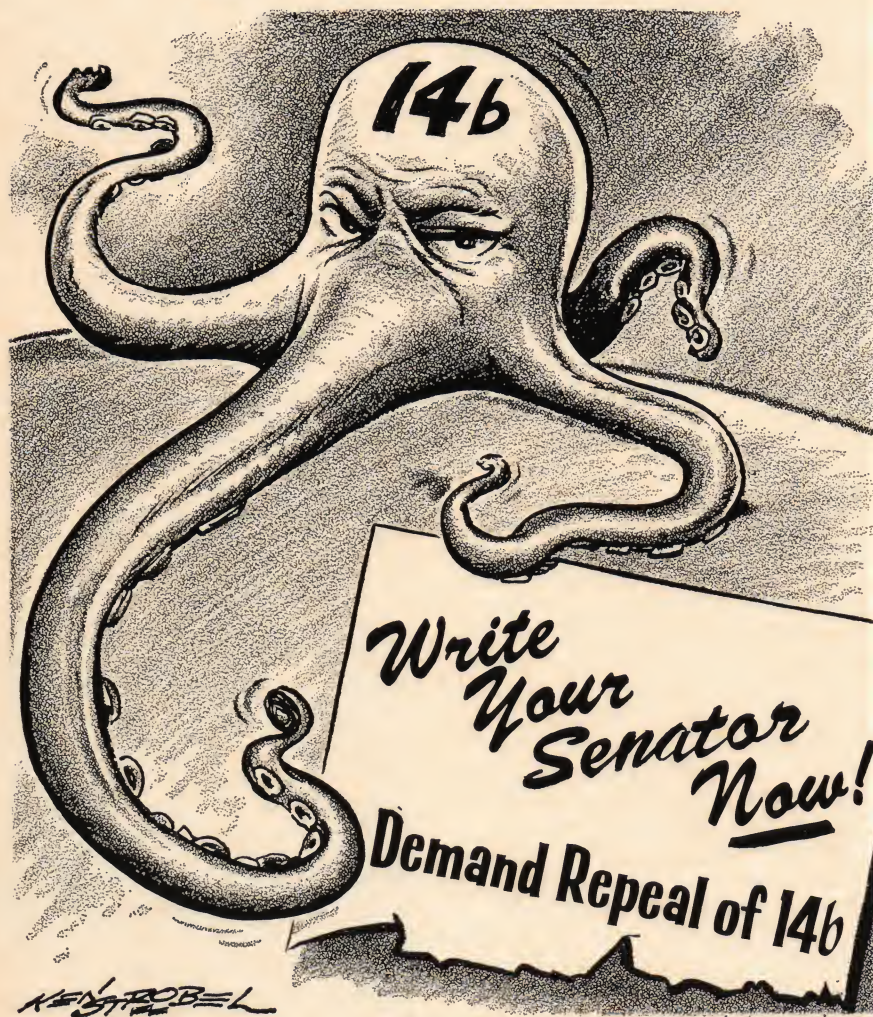
Coffey, president of Local 537 since it was chartered in 1935, cut his union molars during the tough organizing days of the local union's infancy and was a veteran of the bitter Denver milk strikes in the early 1940's.

Employers Use 'Right-To-Work' Laws As License To Swindle Workers

(Editor's Note: The issue of Section 14(b) and its sanction of so-called 'right-to-work' laws can be argued in rather complicated terms at times, but the workers of America can argue from raw experience against 14(b) and compulsory open shop as articles on pages 26, 27 and 28 show.)

(T. H. Vincent, district director of the United Packing-house Workers of America, writing in the current issue of that union's journal, presents a documented diary of how one Southern employer has used that state's 'right-to-work' law to swindle his workers—who time after time have demonstrated that they want union organization. Vincent's documentation appears directly below.)

End This Menace



The International Teamster

By T. H. Vincent
Director,
UPWA District 7

There is a plant in a small town in Alabama. I'm not going to mention its name because management recently agreed to try to get along better with the union. Let's just say that what I'm going to tell is past history (but you ought to be able to learn from history).

We'll just call it Company A. The real name is somewhere at the other end of the alphabet.

Back in 1958, the workers at Company A got the idea of organizing a union like the Company A workers had at its plant in the Big City.

They thought the union was a great idea, but they knew those bosses would never stand around just sucking their fingers and making faces while the Labor Board was having an election and certifying the bargaining agent, and issuing an order to the management to bargain in good faith, and going to court to get the order enforced. That might take a couple of years.

So, they went on strike at Company A for union recognition. Every employee but one joined the strike. The company agreed to bargain with the union, and it reached an agreement on the contract.

Every employee but one signed a membership and dues check off card. But this was in Alabama, a state that had adopted a 'right-to-work' law

The International Teamster

when Section 14(b) was passed. So, there couldn't be a union shop clause that said everybody had to be a union member.

Well, Company A went to work on these 'upppy' workers and their union. Since nobody had to belong to the union, the obvious thing to do was to whittle down the union, one member at a time. Section 14(b) gives the management a sharp knife—and they know how to use it at Company A.

In the Cellar

Suppose somebody was sent to work in the cellar on a nasty and disagreeable job that he wasn't regularly supposed to do. Pretty soon the foreman stuck his head in the hole and complained that the guy wasn't doing the job right, probably cussed him good, besides.

In a couple of days, the superintendent would send for the man. "I hear you don't like it down in the cellar," he'd say.

Then the superintendent would reach in his desk drawer and pull out a typewritten withdrawal from the union. All the man would have to do would be to sign the form and his days in the cellar were over.

In about a year and a half, so many people had signed out of the union that Company A was ready to put the pistol right up to the ear of the union and pull the trigger. They called for a decertification election—something else the Taft-Hartley law gives management the privilege of doing.

Knife Out

Well, we beat down the decertification. The people were still for the union, even though the company had brow-beat them into resigning. We made the best of a shaky situation, negotiated the best kind of contract we could under the circumstances, and got most of the people to sign dues cards again.

Once more the knife came out and they began cutting off one guy after another—what they call 'salami tactics.'

The more people they scared out of the union, the more arrogant the management could be. One time when the committee took in a written grievance, the manager tore it up in little pieces and threw it on the floor. Then he jumped up and down on it.

Kid stuff, but pretty discouraging to the committeeman who knew that half

the people he represented had been scared out of the union.

They never stopped. When the contract ran out, there was another decertification election. Our dues paying members were down to about 30 per cent. Maybe you will think I'm kidding, but the truth is we won it again.

The vote was 54 to 49 for the union—and lots of those who voted 'no union' were really for the union. They were just discouraged and hopeless. They figured to give up and have 'peace.'

I hope that you have been convinced.

Then help the working people of America get Section 14(b) repealed. Explain to folks in your town that Section 14(b) is really killing unions in 'right to work' states. That's one reason why there is so much poverty throughout the Southern states.

Safety Message

A live man pays \$1.75 for a shave;
It costs \$5 to shave a dead man
at the morgue.

A wool overcoat costs about \$80;
A wooden one costs at least \$400.
A taxi ride costs at least 75 cents;
One to the cemetery as much as \$10.

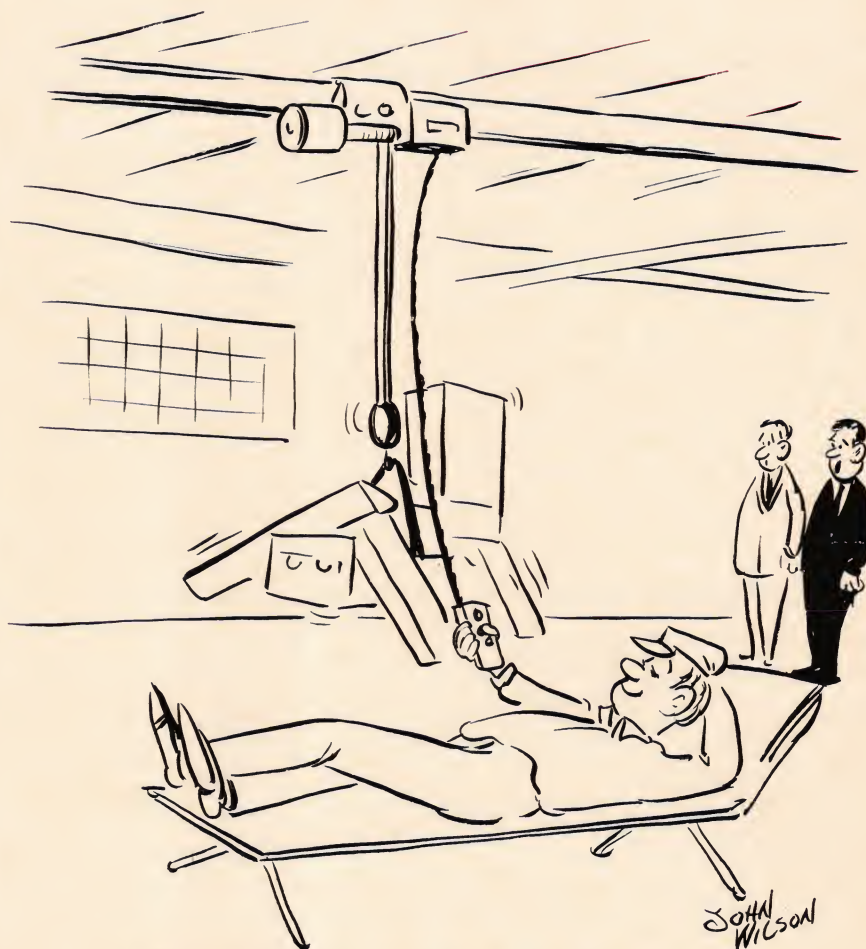
The moral: Stay alive and save money.

How?

It's easy—

Drive carefully.

Roger Morse,
Secretary-Treasurer,
Teamster Local 828,
Mason City, Iowa



"What can we say? He's doing 300 per cent more than before."

Special Report, Part II

Community Big Wigs Join Company Fight To Pressure 'Non-Union' Vote

The story of how the power structure in a given community can be used to destroy a union and put unbearable pressure on the community workers to forego their right to organize and bargain collectively has been graphically told in Hamburg, Arkansas, a community of 2,904.

The union involved was the Amalgamated Clothing Workers.

In simple terms the story goes like this:

Hamburg city fathers wanted industry in the community. In 1961, they made a deal with Bernstein & Son Shirt Corp., which had a plant in Mississippi. The plan called for the issuance of \$300,000 in bonds to build a factory and to cover the cost of training local workers. In return, Bernstein would move in to Hamburg.

It was one of those Cinderella stories which so often have their beginnings in the financial world, until an organizer for the Amalgamated Garment Workers signed up 92 out of 123 Bernstein employees and asked for union recognition. From that day on the battle lines were drawn.

Not only did the Bernstein Company and its local manager oppose collective bargaining guaranteed to the workers by law, but city fathers set out to break the union.

According to testimony submitted to a trial examiner for the National Labor Relations Board, "various businessmen of Hamburg conducted an anti-union campaign."

One of them enlisted the services of his brother-in-law, who happened to be the Rev. Raymond Carpenter, minister of Gardner Baptist Church and also assistant postmaster of Hamburg. The reverend was enlisted to speak to the members of his church against the union.

Some of the prominent city fathers of the town visited workers and told them that Bernstein would never accept the union, that the company would shut down, and that the businessmen of Hamburg would lose money they had put up to get the plant for the town.

One worker was so brash as to ask why the plant would have to close down, pointing out that other plants

had unions and got along all right. The question was never answered, according to the NLRB case record.

Two days before the employees in the shirt factory were to vote for or against union representation, the *Ashly County Leader*—a journalistic champion of the rights of man—advanced its regular publication date one day "so that it would have an impact on the union election." It had a front page editorial urging workers to vote "no union" as the only way to keep the shirt factory in the town.

Inside the newspaper was a full page advertisement.

The top half of the page was a cartoon showing a hand labeled 'Amalgamated,' holding an axe labeled 'union,' and it was poised as though to strike a blow at the neck of a goose which was labeled 'Hamburg Shirt Corp.'

Below the cartoon in letters one inch high was the slogan:

"Don't Kill the Goose that Laid the Golden Egg."

An extra 100 copies of the newspaper were printed and distributed free at the shirt plant from a box placed on a picnic table used by the workers to eat their lunches.

Meanwhile 7 top union workers had been fired for allegedly being incompetent. All in all, the union got the works and lost the election 43 to 67, with 8 ballots challenged and one voided. More than half of the original union card signers had been scared off by community pressure from the city fathers and the company.

The National Labor Relations Board has set the election aside. It has ordered the Hamburg Shirt Corp., to stop its practice of discouraging union membership. And the NLRB has ordered the company to offer the 7 illegally fired workers their old jobs and pay them back wages for time lost.

The lesson hasn't been completely learned by the powers that be in Hamburg politics. But for those with open minds, the moral is very clear:

A company laid egg may appear to be gold, but after the shell has been broken, it is likely to smell like all bad eggs.

Hamburg is another in the many, many examples of what happens in a 'right-to-work' state such as Arkansas, where compulsory open shop prevails and where ultimately the taxpayers must pick up the check for bonds peddled to attract a low-paying industry into town.



"Now that you're all willing to listen, I want to announce committee assignments for the boss's birthday party."

**For
Your**

Information

● Labor Standards Coverage

The Department of Labor estimates that about 18 million non-supervisory workers are not covered by, or are specifically exempt from the provisions of federal minimum wage legislation.

Under a bill reported by the House Labor and Education Committee last August, close to 8 million of these unprotected workers would be brought under the Fair Labor Standards Act.

But there would still be some 10 million workers not covered, many in the poorest paying jobs, even if the coverage provisions of the bill as reported are enacted in this session of Congress.

● Houses to Cost More

Houses bought with Federal Housing Authority Loans (FHA) will cost more in the future, according to FHA Commissioner Philip N. Brownstein. Brownstein says the present 5¾ per cent interest rate will have to be increased unless there is a reversal in rising interest rates touched off when the Federal Reserve Board in December upped the rate at which banks can borrow money.

This is bad news for the working man looking for a new home. The present home owner can appreciate what it costs to borrow money for home purchases by multiplying his monthly payment by 12, then multiplying that by the number of years his loan runs, and then subtracting the original price of his house. The answers are startling.

● Welfare and Pension

There now are 163,500 private employee welfare and pension plans in operation throughout the United States, most of them the result of union-negotiated contracts.

Four-fifths of all the plans, according to the Labor Department, include welfare benefits with hospitalization leading the list. Pension plans number over 34,000.

There is growing interest in dental plans. One-fifth more dental plans are now on file with the Labor Department than in 1961.

● Corporation Taxes

Corporation income taxes are currently imposed by 37 states and the District of Columbia according to the Federation of Tax Administrators.

Seven states put through increases in their corporation income taxes last year—Utah, Arizona, Connecticut, Hawaii, Iowa, Kansas, and Montana.

If Nebraska voters do not reject it in an initiative

election this year, that state has a corporation income tax scheduled to go into effect next January.

● Organizing Protected

A company may not lawfully order its employees to cease union organizational activity among employees of the company's customers. That's the gist of a ruling in a recent National Labor Relations Board case.

The examiner noted that the employees did not exhibit disloyalty to their employer when trying to organize workers employed by a customer, but merely used "common and condoned" methods of enlarging membership in their union.

The examiner noted that the Taft-Hartley Act places no limitation on the union organization activities of employees in the context of this case.

● RTW Approaches Women

The National Right to Work Committee has begun making overtures to women's clubs in seeking support for retention of Section 14(b) of the Taft-Hartley Act which permits states to enact compulsory open shop laws.

Charles Bailey, field director of the National RTW, said recently that his Committee can't preserve 14(b) without the help of women and it is enlisting the support of the 9-million-member General Federation of Women's Clubs.

● Rapid Transit

In the not too distant future, passengers may board solar energy-powered capsules and move at speeds up to 400 miles per hour through coast-to-coast tubes.

The system, one of several developed by seniors at the University of Cincinnati, Syracuse University and Carnegie Institute of Technology, includes two road beds—one above the other. The upper road bed would carry individually-driven, computer-controlled passenger capsules while high-speed freight carriers would move on the lower level.

Solar batteries in the exposed upper tube would soak up the energy to power the capsules on both levels.

● Railroad Gains

Railroads enjoyed increases in almost every category of reckoning during 1965, according to the Association of American Railroads.

Piggybacking of truck trailers was up 15 per cent over 1964. Other gains included an increase of 30

per cent in the hauling of new motor vehicles, and a 5 per cent gain in freight traffic volume.

Total operating revenue and net income were up 3 and 12 per cent respectively over 1964. Passenger travel was down 5 per cent.

● Newspaper Monopoly

Ben Bagdikian, noted press critic, says that 96 per cent of daily metropolitan newspapers in 1,500 cities have no opposition from competing or different ownership.

In addition, the *Wall Street Journal* pointed out recently that newspaper chains are growing rapidly and are more profitable than ever. Chains now own 750 metropolitan dailies—twice the number owned in 1945.

● Oil Pipeline Mileage

Petroleum pipeline mileage totaled 210,869 miles in the United States at the end of 1965 according to the U.S. Bureau of Mines.

The bureau's last previous report on oil pipelines, issued three years ago, showed a system of 200,543 miles on Jan. 1, 1962. The expansion for the past three years thus has been about 5 per cent.

Texas, with 63,038 miles of oil pipeline, has the highest total of any state.

● Not Enough Safety

The auto industry, according to research engineer Derwyn Severy, "has not moved rapidly enough in correcting the safety boo-boos it has built into cars through the years."

Severy, a staff member of the Institute of Transportation and Traffic Engineering at the University of California, said recently he considered the position of the auto steering column as a good example of the boo-boos to which he referred.

Said Severy: "I've seen too many cases in which we investigate an accident and find relatively little damage to the car exterior. However, inside we find the steering column has pierced the driver's body even though he had his seat belt on and that his body probably moved only a couple of inches during the impact."

● Braceros Unneeded

Mexican bracero farm workers are not needed to help harvest crops according to a final report of the California Farm Labor Panel.

Rep. Jaffery Cohelan (D-Calif.) told Congress that the panel's findings "should lay to rest forever the distortions and brazen protests that California agriculture cannot get by without mass importation of foreign workers."

The report to Labor Secretary W. Willard Wirtz said the replacement of braceros by domestic workers had helped the economy of both California and the nation. It called for further steps to attract more domestic farm workers through better wages and working conditions.

● State Labor Legislation

More than 6,000 measures affecting labor were introduced last year in the legislatures of 47 states and Puerto Rico, according to a Bureau of Labor Standards survey.

More than 700 of the proposals were enacted into law.

In general, the states were more active in the field of labor legislation in 1965 than in most other recent years.

● 'Pattern of Conduct'

In a second decision on unfair labor practices charges against J. P. Stevens & Co., Carolina textile chain, a National Labor Relations Board examiner ruled last month that the company fired 19 workers for union activity.

The same examiner ruled last July—on the basis of initial hearings in 1964—that Stevens had illegally fired 69 workers. The examiner said the second case involved workers that had been discharged after testifying at the first hearing in behalf of other workers that had been fired.

In his January decision, the examiner noted: "The company has continued to pursue its plan and pattern of conduct as revealed in the 1964 hearing . . . to crush the union movement in its plants with small regard for the means employed."

● Don't Buy Tyson Poultry

Members of Local 425 of the Meat Cutters in Springdale, Arkansas, are urging a consumer boycott against the Tyson Poultry Company—one of the nation's largest processors. The company's products include Tyson's Pride, Dover Cornish, Dover Roasters, Old American Roasters, Patti Jean Cornish or Roasters, Manor House (Safeway), Ocoma Foods or Wishbone (Kroger). The firm's products are produced by strikebreakers, easily recruitable under the Arkansas 'right-to-work' laws.

● Match Price Conspiracy

Nine corporations that manufacture 95 per cent of the book matches sold in the U.S., have been indicted by the government on charges of illegal price fixing. Also indicted were four match book company officials.

The indictment charged that the defendants conspired from 1949 to the present to raise and maintain at artificial levels the prices charged for resale book matches.

Resale book matches usually carry advertising. The indictment asserted that the defendant companies sell about \$25 million of the resale book matches annually.

● Mergers Increase

Mergers and acquisitions in the big business world increased sharply in 1965 with 2,361 announced consolidations.

WHAT'S NEW?

Insulated Sandwich Panels For Prefab Truck Bodies

Rigid, self-supporting walls for truck bodies, trailers and containers are formed with prefabricated, insulated sandwich panels. These panels consist of fiber glass-reinforced plastic skins with a "filling" of urethane foam and they interlock via overlapping edges to provide flush surfaces and leakproof joints. Prevention of heat leak is accomplished by foam stripping of the overlap. Bolts, rivets or adhesive secure the mating edges of the panels and two surfaces are available—flat or ribbed.

Compensating Quad Valve With Fingertip Control

Improved performance of cranes, shovels, front-end loaders etc., is claimed for a compensating quad valve whose fingertip control results in minimum operator fatigue. The new valve series is available in four models.

Noise Elimination In Mobile Radios

A free, new book from a Los Angeles firm entitled "Nothing But Noise" discusses noise elimination in mobile radio communication. It describes the sources of mobile radio frequency interference and how to correct these problems.

Flexibility of Mobile Radio Mounting

No need to purchase a new control head for a mobile radio when the basic chassis is relocated in the vehicle, if a new flexible mobile radio mounting is installed. A plug-in speaker/control radio assembly for a UHF FM two-way radio speaker is built into the control head which

plugs into the basic mobile radio chassis, installed on the dash or in the trunk. UHF 450 mc operation provides user with more air time in areas where VHF frequencies are congested and, depending on location, there is little or no need to share a channel with other 450 mc operators.

Service Truck Bumpers Prevent Scratches, Dents

Rubber service truck bumpers shock absorbers prevent dents and scratches on the vehicle being pushed. These are in the form of dock fenders and are mounted vertically on the truck's bumper plate. Each is 16 inches long and weighs about 6 pounds.

New Tamper-Proof Locker Handle



An attractive new tamper-proof locker handle that meets or exceeds the most exacting locker security specifications has been introduced in Illinois. The chrome handle features easy, finger-tip operation, yet is designed in such a manner that it cannot be kicked, pried, shaken or picked open. The unusual design of the lift eliminates the need for a finger or hand hole so that there is no opening through which a bar, screwdriver or other instrument can be effectively used to apply pressure to the locking mechanism. The handle also has an integral padlock attachment and padlock strike. Bonded rubber bumpers at top and bottom of lift insulate against metal to metal contact and silence operation. Locker maintenance costs are also reduced by elimination

of any moving parts coming in contact with face of locker door and causing unsightly scrapes and scratches.

Oil Seal Installer With Magnetized Head

A magnetized head for holding a seal in place is a feature of an oil seal installing kit from Minneapolis. As it is hollow it permits the seal to be installed right over the shaft. For use with all types of automotive oil seals, different sized adaptors are available.

Sealant Offered for Retreaded Tubeless Tires

A special sealant is being marketed for retreaded tubeless tires by a major rubber company. Designed to prevent tread separation due to air leakage into cord wall and to close up pinhole leaks, it is injected through the valve-hole opening after the tire is retreaded.

Easy Removal of Bushings with Clamp

Quick, easy removal and replacement of straight-wall Harris-type idler arm bushings is possible through the addition of a "C" clamp to an established line of auto repair tools. This clamp also handles U joints without damage and adaptors permit use on PTO joints and bearing caps. As a special feature, the tool includes a replaceable steel bushing wheel that eliminates the need to buy a new tool when the bushing wears out.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Keeping a Cool Head

Two psychiatrists, one 30, one 70, were riding down in an elevator on a hot sticky day. The young psychiatrist looked really beat and done in.

He said to his older colleague, who was looking calm, cool and quite refreshed:

"I don't see how you can listen to those terrible, harrowing, heart-rending personal histories that your patients recount all day and still be so relaxed."

The elder analyst shrugged. "Who listens?"

Snow Use Complaining!

Winter is the season that's so cold even the wind howls about it.

Hard to Find!

A well-liquored husband returned home late one night and tried to unlock his front door. His wife shouted from an upstairs window, "Is that you, Fred?"

"Yes," he replied shakily. "I can't get the door open."

"Do you want me to throw down a key?" she asked.

"No," the lush replied, "but could you throw me down a keyhole?"

Certain Similarities

Bachelor to newlywed—How do you like married life?

Newlywed—Just great. It's almost like being in love.

Married and Harried

A Hollywood film star had had five wives, each of whom had promptly divorced him. He was now declaring his love to the prospective sixth.

"But, I've heard some ugly stories about you," said the girl.

"Don't worry about that," replied the star. "They're only old wives' tales."

Selling Point

Customer: "I know how you can sell twice as much beer . . ."

Bartender: "How, sir?"

Customer: "Fill up your glasses!"

Double Exposure

"Pa," asked Willie, "a man's wife is his better half, isn't she?"

"Well, so we are told, my son," said father noncommittally.

"Well, then," continued Willie, "if a man marries twice, there isn't anything left of him, is there?"

On Management's Side

A union official who had handled thousands of grievances and negotiated hundreds of contracts admitted to another official that he was having problems with his wife. He asked for advice. The brother unionist listened and then commented, "I'm sorry, pal, but in view of the facts you gave me I have to say that your wife's in the right. You asked me to give you a truthful opinion and that's it."

The union officer jumped up from his desk and shouted at his friend, "I can hardly believe it! Who'd ever have thought that you, a good union man, would side with management!"

Rare Opportunity

A boy rushed into the drug store. "Quick," he shouted. "My pop's hanging by his pants leg from a barbed wire fence."

"What do you need?" asked the druggist. "Do you want some help—or first aid supplies?"

"Oh, no," said the lad. "Just give me another roll of film for my camera."

The Bald Truth

Two ladies were discussing what they would wear to the country club dance.

"We're supposed to wear something to match our husband's hair," said

Mrs. Jones. "So, I'll have to wear black. What will you wear?"

"Goodness!" gasped her neighbor. "I don't think I'll go!"

Mouthing His Complaint

Margery—What makes baby cry so, mama?

Mama—He's getting his teeth, dear.

Margery—Well, doesn't he want to have 'em?

Phoney Funny

The boss was exasperated with his new secretary. She ignored the telephone when it rang. Finally he said, irritably, "You must learn to answer the phone."

"OK," she replied, "but it seems so silly. Nine times out of ten it's for you."

Pushing Up Daisies

With Violet cuddling in his arms

He drove his car—poor silly,

Where once he held his Violet,

He now holds his lily.

Saw the Light!

A young man called one evening on a rich old farmer to learn the farmer's story of how to become rich.

"It's a long story," said the old man, "and while I'm telling it, we might as well save the candle." And he blew it out.

"You needn't go on, said the youth. "I understand."

Carries Her Load

Wolfish Truck Mechanic: "Gee, honey, that's the eighth old-fashioned you've downed, and you're as alert as a radar screen! Don't you ever feel your liquor?"

Cautious Cutie: "Of course not! Why should I get my fingers wet?"


Spoon in His Mug

Bill—Why did you have to go to an eye surgeon just for drinking coffee?

Will—I left the spoon in the cup.

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the February, 1916, issue of the TEAMSTER)

Number 2

Steel Industry Scored

The Youngstown strike was a sign to the owners and managers of the American steel industry that the end will come; that they cannot forever adhere to their present policy of depressing wages below a decent standard of maintaining a vast horde of helpless immigrants in a condition of economic subservency, throwing them on charity during times of depression, paying less than a living wage during times of prosperity, and during all times brutalizing them either by imposing excessive hours of employment or by imposing the enforced leisure that breeds fear and pauperization.

This is the conclusion contained in a report on the Youngstown strike and riot of Jan. 7, recently made public by the Committee on Industrial Relations. The author is George P. West, whose reports on the Colorado strike and the Bayonne strike were published by the United States Commission on Industrial Relations before that body expired on August 23, 1915.

COST OF PREPAREDNESS

Five hundred million for preparedness means \$5 from every man, woman and child in the country. It means \$25 from the average family and more than that from the larger ones. Since one-half of wage-earning fathers earn less than \$500 a year, the burden which militarists would put upon them is equivalent to an income tax of 5 to 10 per cent. Before considering measures to increase the wages of these underpaid workers, preparationists insist that more of their earnings be taken from them, for a purpose of no benefit whatever to them. It is not patriotism, but the contrary, which enthuses over so outrageous a proposition.

Scraps to Workers; \$ to Stockholders

The babies of Youngstown workers have been shown to be dying at an appalling rate. Forty-one per cent of all deaths in Youngstown during 1913, according to United States census figures, were of children under five years of age.

The average head of a family among foreign-born steel workers, who constitute over 70 per cent of the entire force, earn less than \$500 a year.

The workers and their families live in squalid, overcrowded houses. A trachoma epidemic at East Youngstown grew so menacing that the Youngstown Sheet and Tube Company, whose armed guards on January 7 killed three strikers and wounded twenty-five, had to take drastic measures to save the human part of its equipment.

Sanitary conditions in Youngstown in the districts where the steel workers live are frightful. The administration of the health laws is lax, and open garbage boxes and dry privies abound.

The Youngstown Sheet and Tube Company has paid for eight years 8 per cent dividends on its \$10,000,000 of capital stock. In 1913 it cut a melon in the form of a 50 per cent stock dividend. In other words, the stock has paid 12 per cent during the past two years and a half. Value is \$285 a share.

Visits Boston Members

The General President, while in Boston, addressed the members of the Joint Council, at a special meeting, on the conditions surrounding the International, dealing with the history of our organization since its inception. Our organizations in Boston are in very good shape.

Business is good in Boston and everyone seems to be working.

GAS PRICE DOUBLES!

A matter that affects our membership, or a part of our membership, at this time, is the increased cost of gasoline.

It seems almost impossible to imagine that within the last six months that this product has doubled in price. Our chauffeurs are employed operating machines. This product and its cost, therefore, materially affects us and this is the reason we refer to it.

Going back a few years, we remember that the Standard Oil trust was ordered by the court to disband. This happened under the administration of President Taft. What a joke!

We notice that the poor Hatters of Danbury, Conn., had to pay their fine of \$200,000 because they were considered a trust, and not even the supreme court would consider it advisable or legal to set that fine aside. What a mockery of justice!

Instead of the action of the court interfering with the progress of the Standard Oil trust or hampering its profits, it has really helped it and it has doubled its profits.

Locked Out!

Fifty of our men, members of Local No. 229 of Scranton, Pa., were locked out by the employers recently because they had the impertinence of trying to get a slight increase in wages or a betterment of conditions. Organizer Ashton is in the district trying to adjust the difficulty. We may have a long fight in this case. We hope not, however, as the International is doing its duty trying to protect those men financially and morally.

Election Blanks

Local Unions should send in their election blanks as quickly as possible. Several of our locals have not done so as yet. Send in the names of the officers elected for the ensuing term—all of them, and their addresses, and you might also write at the bottom of the blank, the name and address of the business agent, even though he is not one of the seven executive officers. We keep these lists on file in the office. There are times during the year when we need to take up different matters with some one of the several officers and to have their names and addresses here is of material help to us.

HATTERS' DAY FEBRUARY 27

Remember, February 27 is Hatters' Day, and it is the acknowledged duty of each one of you to do your share to relieve the distress of the one hundred and eighty-six victims of the American Anti-Boycott Society, the Danbury Hatters, who, by court decree, must lose their home and life savings.

The last legal step has been taken, and before you read this final appeal in behalf of these distressed union men, the judge of the court will have set the day when their little homes are to be taken from them and their families and household effects thrown into the streets.

The situation of the Danbury Hatters, after their long and bitter struggle in the courts, must appeal to the sympathy of every trade unionist. The fight was not alone their fight, but the fight of all labor organizations, and while the courts decided against them, the hatters' case and its outcome brought about the passage of the Clayton bill, which saves members of organized labor from similar persecution under the Sherman Anti-Trust Act.



Back-Breaker

JOIN



NOW

Family Teamwork Through Family Security